







Digitized by the Internet Archive  
in 2022 with funding from  
University of Toronto

<https://archive.org/details/31761114686728>



















CA20N  
L  
-C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
JANUARY 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER







## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.





## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	1
January 1986 Settlements	
Textile .....	4
Wood .....	5
Paper and Allied .....	6
Printing, Publishing and Allied .....	7
Metal Fabricating .....	9
Transportation Equipment .....	10
Electrical Products .....	13
Transportation .....	13
Communication .....	16
Retail Trade .....	17
Finance, Insurance and Real Estate .....	19
Education and Related Services .....	20
Health and Welfare Services .....	29
Services to Business Management .....	30
Federal Administration .....	31
Addendum	
November 1985 Settlement .....	32



## Highlights

### Textile

Du Pont Canada Inc. and the Kingston Independent Nylon Workers negotiated a 2-year renewal agreement in January, covering 1,190 production and maintenance employees at the company's Kingston Works. The wage rates of employees classified as Serviceman B were increased by 3 percent on January 28, 1986 and 2.9 percent on January 28, 1987. Other employees received increases of 4 percent and 3.9 percent on the same dates.

Other terms included increases in shift premiums to 44 cents an hour from 42 cents for the second shift, and to 53 cents from 50 cents for the third shift; a 10-cent increase to \$2.10 an hour in the premium for regularly scheduled work on Sunday; and a \$3 increase in the allowance for safety shoes.

### Greeting cards

A 43-month agreement between Carlton Cards Ltd. and the Canadian Paperworkers Union was ratified on January 12, by 1,000 employees at five plants of the company in the Metropolitan Toronto area. The employees were previously represented by the Independent Greeting Card Workers. Wage terms included a 4.5 percent increase retroactive to July 1, 1985, increases totalling 50 cents an hour in the second year and 5.5 percent in the third year, and a 2 percent increase for the last three months of the agreement to January 31, 1989.

The principal changes in benefit provisions included:

- Conversion of a paid sick leave to a paid personal leave plan providing 2 days after 1 year of service, 3 days after 4 years, and 4 days after 5 years;
- A new sickness and accident benefit plan fully paid by the company and providing 70 percent of weekly earnings to the unemployment insurance maximum benefit, payable for 26 weeks;
- A new long term disability benefit plan fully paid by the company and providing 50 percent of monthly earnings to a maximum of \$1,500, payable for 78 weeks;
- Addition of semi-private hospital coverage, with 50 percent of the cost of the premiums paid by the company;
- Increased life insurance benefit to \$14,000 on February 1, 1986, rising to \$18,000 by July 1, 1987, (was \$7,500 or \$12,500 depending on annual earnings); and extension of this benefit to cover accidental death and dismemberment;
- A 3-stage increase in the pension rate to \$11.50, from \$8.50, a month for each year of credited service;



- . Revision of the company's contributions to the premium costs and co-insurance provisions, and updating of the benefit fee schedule under the dental care plan;
- . Increased vacations: by 1 day to 11 and 15 days after 5 and 9 years of service, respectively; by 2 days to 12 days after 6 years of service, and by 3 days to 20 days after 14 years of service.

The agreement also established a severance pay plan to provide 2 weeks' pay after 3 years of service increasing to 10 weeks' pay after 20 years of service.

### **Bank employees**

The Canada Labour Relations Board arbitrated two first agreements between the Canadian Imperial Bank of Commerce and the Bank Employees union, ending strikes by 245 clerical and mail room employees at the company's Chargex Centre and head office in Toronto. The agreements will run for one year, ending January 26, 1987.

Pay and related provisions included a 5 percent increase in wage grids; time and a half for work in excess of 7.5 hours a day or 37.5 hours a week, and for unscheduled work on Saturday; double time for unscheduled work on Sunday; time and a half or a day off for work on a paid holiday, in addition to holiday pay; and premiums of 35.9 cents an hour for the second shift and 41 cents for the third shift.

Benefit provisions included 10 paid holidays; paid vacations of 11 or 15 days after one year of service and 15 or 20 days after 10 years, depending on when vacation is taken, and 25 days after 25 years; health and insurance and dental care plans financed by the employer and employees; and continuation of the existing contributory and non-contributory pension plans and a survivor income benefit plan.

A job security provision was also included to prohibit contracting out of bargaining unit work without the consent of the union.

Index to Settlements Reported, January 1986

Employer and Location	Union	Page
Bell Canada, Ont. and Que.	Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	16
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto	CLC Directly Chartered (full-time and part-time empls.) (CLC)	19
Canadian National Railway, system-wide	Locomotive Engineers (Ind.) (loco- motive engineers, firemen and hostlers)	15
Canadian National Railway, system-wide	Railway Carmen (AFL-CIO/CLC)	13
Canadian National Railway, system-wide	United Transportation Union (AFL- CIO/CLC) (conductors, baggage- men, brakemen, car retarder opera- tors, yardmen and switchtenders)	15
Canadian Pacific Ltd; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway; and Esquimalt and Nanaimo Railways, system-wide	Railway Carmen (AFL-CIO/CLC)	15
Carleton University, Ottawa	University Professors (Ind.) (pro- fessors, librarians and instruc- tors)	27
Carlton Cards Ltd., Toronto	Cdn. Paperworkers (CLC)	7
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa	Salaried Employees Alliance (Ind.)	13
Donlee Manufacturing Industries Ltd., Paramount Industries and Donlee Plastics Divisions, Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	10
Du Pont Inc., Kingston Works	Kingston Independent Nylon Workers Union (Ind.)	4
East York Borough, Metropolitan Toronto, and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	20
East York Borough and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education	Ont. Secondary School Teachers' Fed. and Assns. des Enseignants Franco- Ontariens (Ind.)	21

Index to Settlements Reported, January 1986

Employer and Location	Union	Page
Esselte Pendaflex Canada Inc., Toronto	Graphic Communications Union (AFL-CIO/CLC)	6
Halton Regional Municipality, Halton Centennial Manor, Milton	Cdn. Operating Engineers (CCU)	30
Imperial Feather Corp. (Toronto) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	4
Leeds and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	23
Lily Cups Inc., Toronto	Graphic Communications Union (AFL-CIO/CLC)	7
Liquor Control Board of Ont. and Liquor Licence Board of Ont., province-wide	Ont. Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary empls.)	17
Livingston Export Packaging Inc. and Livingston Distribution Centres Inc., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	9
McMaster University, Hamilton	Cdn. Educational Workers (Ind.)	28
Nipissing Board of Education, North Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	23
North Shore District Roman Catholic Separate School Board, Blind River	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	24
Oxford County Board of Education, Woodstock	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	25
Oxford County Board of Education, Woodstock	Ontario Secondary School Teachers' Fed. (Ind.)	20
Perth County Board of Education, Stratford	Ont. Secondary School Teachers' Fed. (Ind.)	32
Renfrew County Board of Education, Pembroke	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	20
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)	17



Index to Settlements Reported, January 1986

Employer and Location	Union	Page
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	27
Scarborough General Hospital	OPSEU (NUPGE) (CLC) (full-time and part-time office and clerical empls.)	29
Snap-On Tools of Canada Ltd., Concord	United Steelworkers (AFL-CIO/CLC)	9
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay and Toronto Ontario and Montreal, Quebec	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	30
Toronto Area Transit Operating Authority, GO Transit	Transit Union (AFL-CIO/CLC)	16
Treasury Board of Canada	Aircraft Operations Assn. (Ind.) (aircraft operations group)	31

TEXTILE

Du Pont Canada Inc., Kingston Works - Kingston Independent Nylon Workers Union  
(Ind.): A 24-month renewal agreement effective from January 28, 1986 to January 27, 1988, covering 1,187 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	Jan. 28/86	Jan. 28/87
	Increases	34¢-59¢	34¢-59¢
	Serviceman "B"	\$11.67 (\$11.33)	\$12.01
	Stationary Engineer 2nd Class	\$15.23 (\$14.64)	\$15.82

Shift Premium: 0-44¢-53¢ (0-42¢-50¢).

Sunday Premium: \$2.10 (\$2) per hour in addition to shift premium.

Lead Hand Premium: 72¢ (68¢) per hour more than the highest rate in the group.

Instructor Premium: 72¢ (68¢) per hour.

Safety Shoe Allowance: Either \$49 (\$46), or the total of \$41.(\$38) and 1/3 of the difference between purchase price and \$41, whichever is less.

Imperial Feather Corporation (Toronto) Limited at Toronto - Clothing and Textile Workers (AFL-CIO/CLC): A 35 1/2-month first agreement effective from January 30, 1986 to January 15, 1989, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 30/86	Jan. 30/87	Jan. 30/88
	Increases	10¢ to hourly rate, 1.5% to incentive rate	16¢ to hourly rate, 2.5% to incentive rate	21¢ to hourly rate, 3% to incentive rate

Sample wage rates are not available.

Hours of Work: 8 hours per day and 40 hours per week.

Overtime Pay: Time and one-half for all hours worked beyond 40 hours per week.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 8 days. Provision applies to an employee who has worked during the week in which the holiday falls and specifically the days immediately preceding and following the holiday. Effective in 1987, Boxing Day is added for a total of 9 days.

If statutory holiday falls during employee's vacation period, employee may have an additional paid day immediately following his vacation or payment in lieu.

Pay for Work on Paid Holidays: Time and one-half for all hours worked, plus holiday pay.

Paid Vacation: 3 weeks after 5 years of service.

Reporting Pay: 4 hours' pay at regular straight time rate when insufficient notice is given not to report to work, provided that employee is available to perform other work as assigned.

Health and Welfare: OHIP - Effective February 1, 1986, employer pays 55% of premium costs. Effective February 1, 1988, 90%.

Drug Plan - Effective April 1, 1986, employer pays 55% of premium costs for plan with 90%-10% co-insurance and annual deductibles of \$25 for single coverage and \$50 for family coverage. Effective February 1, 1988, employer pays 90% of premium costs.

# WOOD

Livingston Export Packing Inc. and Livingston Distribution Centres Inc. at Hagersville, London and Tillsonburg - Locals 2-342, 2-89 and 2-167, Woodworkers (AFL-CIO/CLC): Two 24-month renewal agreements\* effective from November 1, 1985 to October 31, 1987, covering 410 employees\*\*, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

\* Previously, one collective agreement.

\*\* Includes 182 employees currently on lay-off status.

Wages:	Effective	<u>Jan. 23/86</u>	<u>Nov. 1/86</u>
Increases			
Export Packing Employees		20¢	23¢
Distribution Centre Employees		40¢	23¢
Sweeper		\$7.89 (\$7.69)	\$8.12
Crane Operator - Licensed		\$9.09 (\$8.89)	\$9.32

Lump Sum Payment: 20¢ per hour worked from November 1, 1985 to January 22, 1986. Export packing employees receive an additional \$20.

The following changes are effective January 23, 1986 unless otherwise stated.

Cost of Living Allowance: \$1.27 COLA continues to float.  
1¢ per 0.4 point rise in the Consumer Price Index - 1981=100, using the October 1985 index as the base. Adjusted monthly. Triggers at 6% (5%). (Basic formula is unchanged. Formula did not trigger.)

Bonus Pay (Tillsonburg): \$1.25 per hour worked. (Bonus pay replaces previous incentive plan which was based on \$1.25 per hour.)

Jury Duty: \$50 (\$35) per day.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$14,000 (\$12,000).  
Long Term Disability Plan (new) - Maximum benefit is \$800 per month, offset by any other disability earnings.  
Vision Care - Effective November 1, 1985, maximum claim per employee and each dependent is \$100 (\$75) every 24 months.  
Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

#### PAPER AND ALLIED

Esselte Pendaflex Canada Inc. at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 20-month renewal agreement effective from January 24, 1986\* to September 30, 1987, with wages retroactive to October 1, 1985, covering 290 employees, settled with mediation assistance. Duration of negotiations - 6 months.

\* Previous agreement expired September 30, 1985.

Wages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
General Increases		4.8%	4.2%
Group 11 (includes Custom Binder Assembler)		\$7.79-\$8.67 (\$7.43-\$8.27)	\$8.12-\$9.03
Group 1 (Maintenance Mechanic)		\$13.87-\$14.56 (\$13.23-\$13.89)	\$14.45-\$15.17

Maximum rate for Group 11 is reached after 3 increases over 12 months and for Group 1 after one 12-month increase.

Shift Premium: 0-40¢-40¢ (0-35¢-35¢).

Paid Vacation: 5 weeks after 20 (22) years of service.

Health and Welfare: Dental Plan - Effective April 1, 1986, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective April 1, 1987, the 1985 O.D.A. fee schedule.

Meal Allowance: \$4.50 (\$4) after 2 hours of overtime. Effective October 1, 1986, \$5.



Safety Footwear Allowance: \$40 (\$37.50) per year.

Safety Prescription Glasses: Employer pays 50% of the cost of prescription lenses up to a maximum of \$24 every 2 years. (Previously, employer paid the difference between regular safety glasses and Handex lenses.)

Lily Cups Inc. at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1985 to November 30, 1987, covering 500 employees\*, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

\* Includes 10 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 1/85</u>	<u>June 1/86</u>	<u>Dec. 1/86</u>
General Increases		4%	1%	4%
Additional Adjustments		50¢ for wolverine pressman, 25¢ for arrow slitter and carton sealer attendant		10¢ for packer, machine operator, double sealer, inspector, label and sample room attendants
Packer		\$7.81-\$8.33 (\$7.51-\$7.91)	\$7.89-\$8.41	\$8.21-\$8.85
Electrician "A"		\$14.26 (\$13.71)	\$14.40	\$14.98

Maximum rate for Packer is reached after 8 months.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢). Effective December 1, 1986, 0-35¢-40¢.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective December 1, 1986, \$9.50.

Safety Shoe Allowance: \$35 (\$30) per year. Effective December 1, 1986, \$40.

#### PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited at Bramalea, Mississauga and Toronto - Local 322, Canadian Paperworkers (CLC)\*: A 43-month renewal agreement effective from July 1, 1985 to January 31, 1989, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 5 months.

\* Previously, Independent Greeting Card Workers of Canada (Ind.)

Wages:	Effective	<u>July 1/85</u>	<u>July 1/86</u>	<u>Jan. 1/87</u>
General Increases		4.5%	25¢	25¢

	<u>July 1/85</u>	<u>July 1/86</u>	<u>Jan. 1/87</u>
General Factory Help	\$5.87-\$6.51 (\$5.62-\$6.23)	\$6.12-\$6.76	\$6.37-\$7.01
Head Pressman	\$15.69-\$19.60 (\$15.01-\$18.76)	\$15.94-\$19.85	\$16.19-\$20.10

	<u>July 1/87</u>	<u>Jan. 1/88</u>
Effective		
General Increases	3%	2.5%

General Factory Help	\$6.56-\$7.22	\$6.72-\$7.40
Head Pressman	\$16.68-\$20.70	\$17.10-\$21.22

	<u>July 1/88</u>	<u>Nov. 1/88</u>
Effective		
General Increases	2%	2% based on June 30, 1988 rates

General Factory Help	\$6.85-\$7.55	\$6.99-\$7.70
Head Pressman	\$17.44-\$21.64	\$17.78-\$22.07

Maximum rate for General Factory Help is reached after 9 months and for Head Pressman after 8 automatic (2 automatic and 6 merit) increases over 4 years.

Paid Personal Days: 2 (3) days after 1 year of service, 3 (4) days after 4 years and 4 (5) days after 5 years, in lieu of paid sick leave program, which is replaced by weekly indemnity insurance.

Paid Vacation: Effective January 13, 1986, 11 (10) days after 5 years of service, 12 (10) days after 6 years, 15 (14) days after 9 years and 20 (17) days after 14 years.

Bereavement Leave: 5 (3) days' paid leave to attend funeral upon death of spouse, child and stepchild and 3 (1) days' paid leave when not attending funeral of parent, step-parent, child, stepchild and spouse.

Court Attendance Pay (new): Employee receives the difference between regular daily wages and payment received for jury duty, crown witness and subpoenaed witness.

Health and Welfare: Life Insurance - Effective February 1, 1986, benefit is \$14,000. (Previously, \$7,500 or \$12,500, depending on annual earnings.) Effective July 1, 1986, \$16,000. Effective July 1, 1987, \$18,000.

A. D. & D. (new) - Effective February 1, 1986, employer pays 100% of premium costs. Benefit is \$14,000. Effective July 1, 1986, \$16,000. Effective July 1, 1987, \$18,000.

Life Insurance for Retirees - Effective February 1, 1986, benefit is \$1,500 (\$2,000).

Weekly Indemnity (new) - Effective February 1, 1986, benefit is 70% of earnings or UIC maximum, whichever is greater, payable on a 1-1-3-26 basis.

Semi-Private Hospitalization (new) - Effective February 1, 1986, employer pays 50% of the premium costs.

Long Term Disability Plan (new) - Effective February 1, 1986, employer pays 100% of the premium costs. Benefit is 50% of monthly earnings to a maximum of \$1,500, payable for 78 weeks.

Extended Health Care - Effective February 1, 1986, employer contributes \$2 (\$1.93) per month for single coverage and \$6 (\$4) per month for family coverage. Effective July 1, 1986, \$3 and \$9 respectively. Annual deductibles are \$15 (\$25) for single coverage and \$30 (\$50) for family coverage.

Dental Plan - Effective February 1, 1986, employer contributes \$6 (full premium cost) per month for single coverage and \$12 (unchanged) per month for family coverage, with 80%-20% (60%-40%) co-insurance. Effective July 1, 1986, employer contributes \$6.50 and \$13.00 respectively. Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1987, employer contributes \$7 and \$14 respectively. Coverage is based on the 1986 O.D.A. fee schedule, with 100% reimbursement.

Pension Plan: Basic Benefit - Effective February 1, 1986, \$9.50 (\$8.50) per month per year of service. Effective July 1, 1986, \$10.50. Effective July 1, 1987, \$11.50.

Safety Shoe Allowance (new): Effective February 1, 1986, employer contributes \$20 per calendar year for eligible employees.

Severance Pay (new): In the event of a permanent plant closure or the relocation of plant operations, eligible employees receive 2 weeks' wages for 3 years of service, 4 weeks for 5 years, 6 weeks for 7 years, 8 weeks for 10 years, 9 weeks for 15 years and 10 weeks for 20 years.

## METAL FABRICATING

Snap-On Tools of Canada Ltd. at Concord - Local 5483, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 3, 1985 to October 31, 1987, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Nov. 3/85</u>	<u>Nov. 3/86</u>
General Increases		4.5%	4%
Additional Adjustments		Equity adjustments for Tool Room and Maintenance employees	
General Labourer		\$8.98 (\$8.59)	\$9.34

	<u>Nov. 3/85</u>	<u>Nov. 3/86</u>
Electrician Licensed	\$13.43 (\$12.48).	\$13.97
Shift Premium:	0-30¢-35¢ (0-24¢-30¢).	
Paid Vacation:	5 weeks after 23 (25) years of service.	
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$13,000 (\$12,000). Effective November 3, 1986, \$14,000.	
	Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective November 3, 1986, the 1986 O.D.A. fee schedule.	
Pension Plan:	Basic Benefit - \$11.50 (\$11) per month per year of service. Effective November 3, 1986, \$12.	
Prescription Safety Glasses:	\$40 (\$30) per year.	
Safety Shoe Allowance:	\$45 (\$40) maximum per year.	

#### TRANSPORTATION EQUIPMENT

Donlee Manufacturing Industries Limited, Paramount Industries and Donlee Plastics Divisions at Toronto - Local 1813, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 17, 1985 to November 16, 1987, covering 500 employees, settled with mediation assistance. Duration of negotiations - 2 months.

	<u>Effective</u>	<u>Nov. 17/85</u>	<u>Nov. 16/86</u>
Wages:			
	General Increases	4.75%	4.75%
	Group VII (includes Trim and Pack-Donlee Plastics)	\$7.21 (\$6.88)	\$7.55
	Group VIII (includes Plating Loader- Paramount Industries)	\$7.27 (\$6.94)	\$7.61
	Group I (includes Die Maker-Paramount Industries and Machine Set-Up- Donlee Plastics)	\$9.65 (\$9.21)	\$10.11
Shift Premium:	Effective January 20, 1986, 0-17¢-22¢(0-15¢-20¢).		
Paid Vacation:	Effective in the 1986 vacation year, 3 weeks after 6 (7) years of service. Effective in the 1987 vacation year, 4 weeks after 12 (13) years.		
Bereavement Leave:	3 days' pay if leave taken includes weekend (previously, up to 3 days' paid leave on regular work days only).		



Health and Welfare: Weekly Indemnity - Benefits payable on the first (fourth) day if hospitalized for at least 2 days.

Rockwell International of Canada Ltd. at Chatham and Milton - Locals 127 and 1067, Auto Workers (CLC) (hourly rated plant employees): A 36-month renewal agreement effective from March 15, 1986 to March 14, 1989, covering 287 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>March 15/86</u>	<u>March 15/87</u>	<u>March 15/88</u>
	COLA Fold-in	\$1.07		
	General Increases	10¢	15¢	25¢
	Skilled Trades Adjustments	15¢	10¢	5¢
	Additional Adjustments	same job class adjustments	11¢ for shipping/receiving employees	11¢ for shipping/receiving employees

Milton Plant

General Labour	\$12.67 (\$11.50)	\$12.82	\$13.07
Tool & Die Maker	\$14.32 (\$13.00)	\$14.57	\$14.87

Start Rate (new) - Effective January 1, 1987, newly hired employees except skilled trades receive 85% of job rate, progressing at 5% increments every 6 months to job rate.

Cost of Living Allowance: \$1.11 COLA float was generated under the previous non-incentive agreement. \$1.07 is folded into wages March 15, 1986 and \$0.04 continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the March 1986 index as the base. Adjusted quarterly. 3¢ is diverted for the first 10 quarters to offset the costs of retirees' pension bonus and reinstated October 1, 1988. (Basic formula is unchanged.)

Lump Sum Settlement Payment: \$700 per active employee.

Paid Vacation: \$110 bonus (new) with 5 weeks and \$110 bonus (new) after 25 years of service.

Bereavement Leave: 3 days' paid leave upon death of a brother/sister-in-law (new).

Crown Witness Pay (new): Employee subpoenaed to attend court as a Crown witness receives the difference between regular daily wages and witness pay.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$26,000 (\$25,000). Effective March 1, 1987, \$27,000. Effective March 1, 1988, \$28,000.

Life Insurance for Retirees - Benefit is \$3,500 (\$3,000).

Weekly Indemnity - Maximum benefit is \$300 (\$280) per week, payable on a 1-1-4-52 (1-4-52) basis. Effective March 1, 1987, \$310 per week.

Vision Care - Maximum claim is \$50 (\$40) every 24 months.

Major Medical - Plan is extended to include chiropractic treatments beyond OHIP maximum, at \$10 per visit for up to 10 visits per year and a \$50 annual maximum for x-rays (new). Drug plan becomes Green Shield #3 with a 35¢ (20¢) deductible per prescription, substituting several generic pharmaceuticals on the list of covered benefits. \$100 for pressure injection devices for insulin (new).

Transition Survivor Income Benefit - Benefit is \$225-\$350 (\$200-\$325) payable for 24 (6) months.

Bridging Survivor Income Benefit - Benefit is \$225-\$325 (\$200-\$300) payable for 24 (6) months.

Dental Plan - Maximum lifetime orthodontic benefit is \$1,000 (\$800). Coverage for anaesthetics in conjunction with oral surgery for certain procedures is added (new). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$15.25 (\$14.25) per month per year of service. Effective March 1, 1987, \$16.25. Effective March 1, 1988, \$17.25.

Supplemental Benefit - \$15 (\$14) per month per year of service for a maximum of 30 (25) years. Effective March 1, 1987, \$16. Effective March 1, 1988, \$17.

Early Retirement "30-and-out" Special Allowance - Maximum monthly benefit is \$1,000 (\$900). Effective March 1, 1987, \$1,100. Effective March 1, 1988, \$1,205.

#### General Terms

Earnings: Maximum \$7,600 (\$7,000) per year for "30-and-out" retirees  
Limitations: receiving Special Allowances. Effective March 1, 1987, \$8,000. Effective March 1, 1988, \$8,400.

Special Pension Payments: Current Retirees and Surviving Spouses - Lump sum payments of \$200 (\$150) for retiree and \$120 (\$75) for surviving spouse in each year of the agreement.

Supplemental Unemployment Benefit Plan: Sub Funding - Effective March 1, 1987, employer contributions per hour worked range from 21¢-31¢ (20¢-30¢) per straight time hour, 27¢-37¢ (26¢-36¢) per 1 1/2 hour, and 33¢-43¢ (32¢-42¢) per double time hour conditional on the utilization of the fund. Effective March 1, 1988, 23¢-33¢, 29¢-39¢ and 35¢-45¢ respectively.

Contingency Fund - \$100,000 (\$75,000).

Technological Change Bonus (new):	In event of permanent layoff due to classification changes and/or technological change, affected senior employees may elect special early retirement and receive a \$5,000 bonus. In addition, a seniority buyout of \$100 per month per year of service to a maximum of \$25,000 for employees not eligible for retirement.
Relocation Allowance:	\$665-\$1,120 (\$500-\$845) for single employee, and \$1,470-\$2,310 (\$1,125-\$1,760) for married employee, depending on distance between plants.
Safety Shoe Allowance:	\$55 (\$45) per year.

# ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Co. Division at Ottawa - Salaried Employees Alliance (Ind.): A 24-month renewal agreement effective from November 1, 1985 to October 31, 1987, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>
	General Increase	2.5%	Wage Reopener
	Additional Adjustments (Merit Pool)	2%	
	<u>Annual Rates</u>		
	Junior Program Analyst	\$18,826-\$28,403 (\$18,367-\$27,710)	
	Senior Engineer	\$37,754-\$56,630 (\$36,833-\$55,249)	

Severance Pay: Employees with 13 to 20 years of service receive from 26 to 36 (25 to 32) weeks of pay respectively.

# TRANSPORTATION

Canadian National Railway, system-wide - Railway Carmen (AFL-CIO/CLC)\*: A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 1,083 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

\*Previously, a member of the Canadian Council of Railway Shopcraft and Allied Workers.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	Helper	\$11.55 (\$11.11)	\$12.01

	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
Lead Hand	\$14.194 (\$13.648)	\$14.762
Shift Premium:	Effective February 1, 1986, 0-30¢-35¢ (0-25¢-30¢).	
Paid Vacation:	6 weeks after 28 (29) calendar years of service. Effective January 1, 1986, 5 weeks after 19 (20) calendar years.	
Bereavement Leave:	Effective February 1, 1986, common-law spouse added to provision for 3 days' paid leave (new).	
Paid Maternity Leave (new):	Effective February 1, 1986, 15 weeks at the difference between 70% of weekly salary and UIC benefit, with the maximum of the total employer and UIC payments equal to \$370 per week.	
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.</p> <p><u>Life Insurance for Retirees</u> - Effective February 1, 1986, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service.</p> <p><u>Weekly Indemnity</u> - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370.</p> <p><u>Major Medical</u> - Effective February 1, 1986, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prostheses (new). Maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new).</p> <p><u>Vision Care (new)</u> - Effective January 1, 1986, maximum claim is \$100 per year for eligible individual under 18 and \$100 every 2 years for eligible individual 18 and over.</p> <p><u>Dental Plan</u> - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.</p>	
Pension Plan:	<u>Basic Benefit</u> - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls. Effective January 1, 1986, the same amount for pre-1977 pensioners or their survivors.	
Mileage Allowance:	Effective January 1, 1986, 21¢ (19.3¢) per kilometre.	
Relocation Allowances:	<p><u>Incidental Expenses</u> - \$550 (\$500).</p> <p><u>Transportation Expenses</u> - \$140 (\$125) per employee, plus \$55 (\$50) per dependent when moving to a new location. \$115 (\$105) per month for employee who does not wish to move for a maximum of 12 months. Effective January 1, 1986, \$120.</p> <p><u>Property Sale Allowance</u> - \$7,700 (\$7,000).</p>	

Employment Security (new): Employee with 8 years of cumulative compensated service will not be laid off as the result of technological, operational or organizational change. An employee with Employment Security whose position is abolished will be trained for another position.

Passes: Present pass policies of the CNR for employees and pensioners, in the service of the CNR on or prior to March 13, 1979, will be maintained for trains operated by VIA Rail Canada Inc.

Canadian National Railway, system-wide - Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers): Two 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 817 Ontario employees, settled at the bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%

Other changes are similar to those reported above for Canadian National Railway and the Railway Carmen.

Canadian National Railway, system-wide - United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders): Three 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 2,281 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%

Other changes are similar to those reported above for Canadian National Railway and the Railway Carmen.

Canadian Pacific Limited; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway and Esquimalt and Nanaimo Railways, system-wide - Railway Carmen (AFL-CIO/CLC)\*: A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 666 Ontario employees, settled at the conciliation commissioner bargaining stage. Duration of negotiations - 15 months.

\* Previously, a member of the Canadian Council of Railway Shopcraft and Allied Workers.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	Helper	\$11.555 (\$11.111)	\$12.017
	Lead Hand	\$14.194 (\$13.648)	\$14.762



Other changes are similar to those reported above for Canadian National Railway and the Railway Carmen, with the following exceptions.

Injury on Duty Pay (new): Employee receives full wages for the day the injury was received.

Health and Welfare: Retirees Health Care Plan (new) - For employees retiring after November 1, 1985 and their surviving spouses, employer pays 100% of premium costs for basic plan. Maximum lifetime claim is \$15,000 per person, with annual deductibles of \$50 for single coverage and \$100 for family coverage, and 80%-20% co-insurance.

Pension Plan: Early Retirement - Effective February 1, 1986, employee aged 56 (60) may retire early without actuarial reduction, if age and service total 85. Effective December 1, 1986, at age 55.

Passes: Effective February 1, 1986, present pass policies of CP for trains operated by VIA Rail Canada Inc. discontinued in exchange for an improved early retirement plan.

Toronto Area Transit Operating Authority, GO Transit - Local 1587, Transit Union (AFL-CIO/CLC): A 21-month renewal agreement on wages effective from April 1, 1985 to January 1, 1987\*, covering 350 employees.

Wages:	Effective	<u>Apr. 1/85</u>	<u>Apr. 1/86</u>
	General Increases	5%	4.9%
	Ticket Collector	\$8.49-\$9.21 (\$8.09-\$8.77)	\$8.91-\$9.66
	Bus Driver	\$12.40-\$12.96 (\$11.81-\$12.34)	\$13.01-\$13.60
	Maintenance Electrician	\$14.27-\$15.56 (\$13.59-\$14.82)	\$14.97-\$16.32

Maximum rates are reached after 1 year.

\* This covers the last 21 months of a 33-month agreement. The first 12 months were reported in the October 1985 report, page 442.

#### COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees): A 29-month renewal agreement effective from December 17, 1985 to May 31, 1988, covering 9,895 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Dec. 17/85</u>	<u>Dec. 17/86</u>
	Increases	0-3%	average 5.2%

	<u>Dec. 17/85</u>	<u>Dec. 17/86</u>
Additional Adjustments	Restructuring of wage grids, with upgrading and downgrading of certain occupations	

Weekly Rates\*

Clerk Grade 6	\$254.75-\$450.40 (\$283.05-\$407.30)	\$259.85-\$473.45
Senior Clerk Grade 7	\$262.35-\$482.95 (\$291.50-\$438.90)	\$267.60-\$507.80
Service Representative	\$289.20-\$531.55 (\$321.35-\$471.05)	\$295.00-\$558.25

\* A new step 1 entry level and a new maximum step level are added to all grades. The time interval between steps is 6 months except for the final step, which is 12 months. Maximum rates are reached after 9 (7) increases for Clerk Grade 6, Senior Clerk Grade 7 and Service Representative.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100, from the January 1987 index to the January 1988 index. Triggered at 7.5% (6%). Applied to basic pay for the period from July 1, 1987 to December 31, 1987 and payable in a lump sum. (Basic formula is unchanged. Formula did not trigger.)

Experience Premium: Eliminated. (Previously, full-time regular employees who had been at the maximum wage level for 12 months or more received between \$10 and \$35 per week depending on their wage schedule.)

Off-Normal Premium Pay: 50¢ per hour for all hours worked between 6 p.m. to 7 a.m. (unchanged). 50¢ per hour is added to the premium for all hours worked between 12:01 a.m. to 5:59 a.m. (new).

RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - province-wide - Ontario Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary employees): An 18-month renewal agreement effective from July 1, 1985, to December 31, 1986, covering 4,600 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	<u>Effective</u>	<u>July 1/85</u>	<u>Jan. 1/86</u>
General Increases	2% plus 20¢		20¢

Full-time Employees

Clerk Grade 1, Clerical Division (36.25 hours per week)	\$7.82-\$8.38 (\$7.47-\$8.02)	\$8.02-\$8.58
---	----------------------------------	---------------

	<u>July 1/85</u>	<u>Jan. 1/86</u>
Liquor Store Clerk Grade 2 (40 hours per week)	\$10.32-\$11.15 (\$9.92-\$10.72)	\$10.52-\$11.35
Licence Inspector Grade 2 (40 hours per week)	\$13.68-\$16.03 (\$13.22-\$15.52)	\$13.88-\$16.23
Electronic Technician (37.5 hours per week)	\$17.16-\$18.22 \$16.62-\$17.67)	\$17.36-\$18.42

Effective	<u>Apr. 1/86</u>
General Increase	40¢
Clerk Grade 1; Clerical Division	\$8.42-\$8.98
Liquor Store Clerk Grade 2	\$10.92-\$11.75
Licence Inspector Grade 2	\$14.28-\$16.63
Electronic Technician	\$17.76-\$18.82

Maximum rates are reached on merit.

Acting Pay: \$4.75 (\$4.50) per day for employee acting as Store Manager for a minimum of 3 consecutive hours. 71¢ (68¢) per hour for employee acting in a higher classification other than Store Manager for a minimum of 2 consecutive days. Effective July 1, 1986, \$5 and 75¢ respectively.

Shift Premium: \$3 (\$2.50) per shift per eligible employee. Effective February 1, 1986, \$3.25.

Health and Welfare: Long Term Disability - Effective April 1, 1986, increased benefit for those employees who have been receiving benefits for 4 years or more as follows: if benefits commenced in 1975-76, \$120 per month; in 1977-78, \$100; in 1979-80, \$80; and in 1981-82, \$60.

Vision Care (new) - Effective February 1, 1986, employer pays 50% of premium cost. Maximum claim is \$90 every 24 months for glasses and up to \$200 every 24 months for contact lenses if employee is unable to wear glasses.

Dental Plan - Effective February 1, 1986, Rider #2 added to Blue Cross Plan 9, with 100% reimbursement (new). Effective May 1, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

Meal Allowance: Effective February 1, 1986, \$3.75 (\$3.50) after 2 hours of unscheduled overtime. Effective July 1, 1986, \$4.25.

Office Space Allowance: \$65 (\$50) per month for Liquor Licence Inspectors providing office space in their home to conduct Board business. Effective July 1, 1986, \$75.

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Chargex Centre at Toronto - Local 2104, CLC  
Directly Chartered (full-time and part-time employees) (CLC):  
A 12-month first agreement effective from January 27, 1986 to January 26, 1987, covering 245 employees, imposed by a Canada Labour Relations Board decision, following a work stoppage.  
Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 27/86</u>
	Increase	5% on wage grids
	Clerk 1 (includes File Clerk)	\$6.86-\$8.07 (\$6.53-\$7.69)
	Clerk 9 (Assistant Investigator)	\$13.86-\$17.34 (\$13.20-\$16.51)
	* Employees whose wage rate was below the new minimum for their classification receive the minimum for that classification.	
	Maximum rates are reached on merit.	
Hours of Work:	7.5 hours per day, 37.5 hours per week.	
Shift Premium:	0-35.9¢-41¢.	
Saturday/Sunday Premium:	Eligible employee receives time and one-half for all unscheduled hours worked on a Saturday and double time on Sunday.	
Overtime Pay:	Time and one-half for all hours in excess of 7.5 hours per day or 37.5 hours per week.	
Paid Rest Periods:	One 15-minute break in each half of a full shift.	
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and Civic Holiday are recognized for a total of 10 days.	
Pay for Work on Paid Holidays:	Time and one-half or a day off at an agreed time, plus holiday pay.	
Paid Vacation:	11 or 15 days after 1 year of seniority, depending on when vacation is taken; 15 or 20 days after 10 years and 25 days after 25 years. Part-time employees receive 2 weeks after 1 year of continuous service and 3 weeks after 6 years.	
Bereavement Leave:	Eligible employee receives up to a maximum 3 days' paid leave upon death of spouse, child, parents, parents-in-law, sister, brother or any relative permanently residing with employee.	
Jury Duty and Crown Witness Leave:	Employer pays the difference between regular pay and fees received.	

Health and Welfare:	Employer supplies a full range of benefits on a shared premium basis, including Life Insurance, Dependents Life Insurance, Health Insurance, Long Term Disability, Short Term Disability and Dental Plan. No other details at this time.
Pension Plan:	Existing contributory and non-contributory pension plans and a survivor income benefit plan continue. No other details at this time.
Mileage Allowance:	21.5¢ per kilometre.
Contracting Out Clause:	No contracting out of bargaining unit work without consent of the union.

#### EDUCATION AND RELATED SERVICES

East York Borough, Metropolitan Toronto\* and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): Seven 12-month renewal agreements effective from September 1, 1985 to August 31, 1986, covering 9,489 employees, settled with mediation assistance. Duration of negotiations - 7 months.

\* Metropolitan Toronto School Board has an agreement covering employees who teach in schools for the trainable retarded and is also a signatory to the central agreement.

Wages:	Effective	Sept. 1/85	Feb. 1/86
General Increases		4%	1%
Teacher-Category D 0-7 years		\$15,323-\$25,876 (\$14,734-\$24,881)	\$15,477-\$26,135
Teacher-Category A1 0-10 years		\$21,401-\$36,838 (\$20,578-\$35,421)	\$21,615-\$37,206
Teacher-Category A4 0-10 years		\$25,724-\$45,892 (\$24,735-\$44,127)	\$25,982-\$46,351
<u>Vice-Principal</u>			
Elementary School 0-3 years		\$45,101-\$49,287 (\$43,366-\$47,391)	\$45,552-\$49,780
Junior High School 0-3 years		\$47,379-\$51,855 (\$45,557-\$49,861)	\$47,853-\$52,374
<u>Principal</u>			
Elementary 0-4 years		\$52,698-\$58,327 (\$50,671-\$56,084)	\$53,225-\$58,911
Junior High- 0-3 years		\$55,540-\$60,012 (\$53,404-\$57,704)	\$56,096-\$60,612



Responsibility Allowances:	Increased by 5%.
Health and Welfare:	<u>Continuation of Benefits</u> - Benefit coverage continues during maternity/adoption leave (new).  <u>Dental Plan</u> - Effective September 1, 1985, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Employer pays 66 2/3% (50%) of premium costs.
Special Leave Plan (new):	Eligible permanent Teacher may apply by April 15 for Special Leave commencing the following September. Employer pays the employee's contribution to the Ontario Teachers' Superannuation Fund during the leave, to a maximum of 1 day's salary at the Category A1 minimum.
Infant Care Leave:	Up to 2 years unpaid leave for all teachers (previously, for female teachers only), with accumulation of teaching experience credits.
Sick Leave Gratuity:	Full retirement gratuity for part-time teachers now based on an annualized salary (previously based on sick leave credit).
Pension Plan:	<u>Early Retirement Incentive Plan (new)</u> - Teacher eligible to retire and receive a maximum, unreduced pension under the Teachers' Superannuation Act may elect to retire early in the 1985-86 or the 1986-87 school year and receive \$4,000 per year of early retirement. Teacher not eligible for maximum unreduced pension receives \$4,000 for the first year of early retirement and \$3,000 for each subsequent year of early retirement.

East York Borough and The Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education - Ontario Secondary School Teachers' Federation and Associations des Enseignants Franco-Ontariens (Ind.): Six 12-month renewal agreements effective from September 1, 1985 to August 31, 1986, covering 8,771 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
General Increases		4%	1%
Teacher-Category I 0-10 years		\$21,401-\$36,838 (20,578-\$35,421)	\$21,615-\$37,206
Teacher-Category IV 0-10 years		\$25,724-\$45,892 (24,735-\$44,127)	\$25,982-\$46,351
Coordinator (12-month term) 0-3 years		\$54,790-\$59,261 (52,683-\$56,982)	\$55,338-\$59,854

Sept. 1/85

Feb. 1/86

Vice-Principal

Junior High School*	\$47,379-\$51,855	\$47,853-\$52,374
0-3 years	(\$45,557-\$49,861)	

Secondary School	\$49,617-\$54,090	\$50,114-\$54,631
0-3 years	(\$47,709-\$52,010)	

Principal

Junior High School*	\$55,540-\$60,012	\$56,096-\$60,612
0-3 years	(\$53,404-\$57,704)	

Secondary School	\$58,007-\$62,475	\$58,587-\$63,100
0-3 years	(\$55,776-\$60,072)	

\* Applies to East York, North York and Toronto Boards of Education only.

Responsibility,  
Post-Graduate  
Degree, Special  
Education and  
Two-School  
(Toronto only)  
Allowances:

Increased in accordance with the general salary increases.

Education  
Allowance:

Maximum \$1,100 (\$1,000) in aggregate for tuition fee reimbursement.

Health and  
Welfare:

OHIP: Effective February 1, 1986, employer pays 80% (75%) of premium costs.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Pension Plan:

Early Retirement Incentive Plan (new) - \$18,000 for permanent employee in the Teacher Placement Pool as of December 31, 1985 who has a minimum of 5 years of service, who resigns on or by April 30, 1986. \$13,000 for an employee whose position is assumed by a teacher in the placement pool as of December 31, 1985 and who resigns by April 30, 1986, to be effective June 30, 1986. For the 1986/1987 school year only, the basic provision is the same, with an \$18,000 allowance for employee in the Pool as of November 1, 1986 who resigns by November 30, 1986. \$13,000 allowance for employee whose position is assumed by a teacher in the Pool as of November 1, 1986 and who resigns by November 30, 1986, to be effective December 31, 1986.

\$4,000 for all other teachers eligible to retire and receive a maximum unreduced pension under the Teachers' Superannuation Act and who comply with the specific time requirements for resignation for the 1985, 1986 and 1987 school years.

North York teacher may apply for the North York Board's Severance Allowance Plan in lieu of the above, if the application is made prior to February 1, 1986, to be effective June 30, 1986.

Leeds and Grenville County Board of Education at Brockville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 520 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
	Increases	4.25% for Teachers	4.25%
	Additional Adjustment	Restructuring of Principal wage grid	
	Teacher-Category D 0-5 years	\$16,798-\$23,121 (\$16,113-\$22,178)	\$17,512-\$24,104
	Teacher-Category A1 0-11 years	\$22,062-\$36,710 (\$21,163-\$35,213)	\$23,000-\$38,270
	Teacher-Category A4 0-12 years	\$26,715-\$45,889 (\$25,626-\$44,018)	\$27,850-\$47,839
	<u>Principal</u>		
	A Schools (fewer than 12.5 teaching units) (0-3 years)	\$51,000 (\$44,325-\$48,213)	\$53,168
	B Schools (12.5 or more teaching units) 0-4 years	\$50,000-\$54,600 (\$44,895-\$51,657)	\$52,125-\$56,921

Responsibility Allowances: Increased by 4.25%. Effective September 1, 1986, increased by 4.25%.

Health and Welfare: Life Insurance - Effective March 1, 1986, benefit is 2 (1) times annual salary rounded to the nearest \$1,000.

Dental Plan - Effective March 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1986 O.D.A. fee schedule.

Nipissing Board of Education at North Bay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Mar. 1/86</u>
	Increases	average 2.5% approximately	average 2% approximately
	Teacher-Category 1 0-5 years	\$16,977-\$21,778 (\$16,571-\$21,257)	\$17,461-\$22,398
	Teacher-Category 4 0-11 years	\$22,019-\$36,052 (\$21,336-\$35,031)	\$22,447-\$36,752
	Teacher-Category 7 0-11 years	\$26,222-\$45,728 (\$25,510-\$44,241)	\$26,731-\$46,616
	Effective	<u>Sept. 1/86</u>	
	General Increase	maximum 5%*	

\* Increase to equal the percentage increase in the Consumer Price Index from the June 1985 index to the June 1986 index, plus 0.5%, capped at 5%.

Responsibility Allowances:	Increased by 4.4%. Effective September 1, 1986, increased in accordance with the general salary increase.
Special Education Certificate Allowances:	Increased by 10%. Effective September 1, 1986, increased in accordance with the general salary increase.
Bereavement Leave:	Maximum 5 calendar days upon death of grandparent-in-law (new). Maximum 3 calendar days upon death of niece and nephew (new).
Paid Paternity Leave (new):	1 paid day within 7 days of the birth of his child.
Health and Welfare:	<u>Vision Care</u> - Effective March 1, 1986, maximum claim is \$120 (\$60) every 24 months.  <u>Dental Plan</u> - Effective March 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1986 O.D.A. fee schedule.
Severance Pay (new):	10% to 50% of salary, depending on years of service, in situations where there is redundancy.

North Shore District Roman Catholic Separate School Board at Blind River - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement from September 1, 1985 to August 31, 1986, covering 202 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Dec. 1/85</u>
	General Increases	2.5%	1%

	<u>Sept. 1/85</u>	<u>Dec. 1/85</u>
Teacher-Category D 0-7 years	\$19,140-\$24,233 (\$18,673-\$23,642)	\$19,327-\$24,469
Teacher-Category A1 0-12 years	\$22,386-\$36,825 (\$21,840-\$35,927)	\$22,604-\$37,184
Teacher-Category A4 0-12 years	\$26,192-\$46,003 (\$25,553-\$44,881)	\$26,447-\$46,452

Responsibility Allowances:

Principal's allowance is red circled when principal is transferred by the Board to a school with fewer units (new).

Consultant - Full-time \$3,000 (\$2,887.50)  
- Part-time \$1,500 (\$1,443.75)

Paid Adoption Leave (new):

1 day for the adoption of a child on a working day.

Health and Welfare:

Long Term Disability Plan - Employer pays 0% (50%) of premium costs.

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 502 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	4.6%	0.555%
	Teacher-Category D 0-6 years	\$17,076-\$22,807 (\$16,325-\$21,804)	\$17,171-\$22,934
	Teacher-Category A1 0-11 years	\$21,570-\$35,648 (\$20,621-\$34,080)	\$21,689-\$35,846
	Teacher-Category A4 0-11 years	\$25,515-\$45,746 (\$24,393-\$43,734)	\$25,657-\$46,000
	<u>Principal*</u>		
	Category D 0-4 years	\$29,219-\$34,258 (\$27,934-\$32,751)	\$29,381-\$34,448
	Category A 0-4 years	\$40,802-\$46,845 (\$39,008-\$44,785)	\$41,029-\$47,105

\* Separate grid, varies by qualifications. Salaries shown are exclusive of applicable responsibility allowances, which depend on number of teachers supervised.

Responsibility Allowances:

Increased by 3%.

Paid Paternity Leave:

2 (1) days per school year.



Health and Welfare: Continuation of Benefits - Employer continues to share premium costs for the first 17 weeks of maternity/adoption leave (new).

Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 350 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
General Increases		4.6%	0.555%
Teacher-Group 1 0-11 years		\$21,543-\$35,316 (\$20,596-\$33,763)	\$21,663-\$35,512
Teacher-Group 4 0-11 years		\$25,526-\$45,746 (\$24,403-\$43,734)	\$25,667-\$46,000
Vice-Principal 0-3 years		\$51,869-\$54,871 (\$49,588-\$52,458)	\$52,157-\$55,176
Principal 0-3 years		\$56,706-\$61,709 (\$54,212-\$58,995)	\$57,021-\$62,052

Responsibility and Extra Degree Allowances: Increased by 3%.

Health and Welfare: Dental Plan - Employer pays 75% (65%) of premium costs.

Continuation of Benefits - Employer continues to share premium costs for the first 17 weeks of maternity/adoption leave (new).

Job Sharing (new): A full-time teacher may share up to 60% of the job with one or more teachers who would otherwise be unemployed or employed on less than a full-time basis. Salary and benefits are prorated.

Pension Plan: Early Retirement Incentive (new) - Eligible employee aged 55 with 10 consecutive years of service may elect to retire under two incentive plans. Plan A applies to an employee whose age plus length of service equals less than 90 and provides between \$1,000-\$10,000, depending upon age at retirement. Plan B applies to an employee whose age plus length of service equals 90 or more and provides between \$1,000-\$5,000.

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 367 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/85
Increase		5.5% for Teachers, 4.33% for Vice-Principal and Principal

Teacher-Category I 0-11 years	\$19,443-\$36,943 (\$18,429-\$35,017)
Teacher-Category IV 0-12 years	\$25,278-\$45,690 (\$23,960-\$43,308)
Principal 0-3 years	\$56,251-\$60,593 (\$53,916-\$58,078)
Vice-Principal 0-3 years	\$49,783-\$54,440 (\$47,717-\$52,181)

Responsibility Allowances:

Increased by 4.33%.

Health and Welfare:

Dental Plan - Coverage is based on the 1985 (1981) Ontario Dental Association fee schedule.

Sault Ste. Marie District Roman Catholic Separate School Board at Sault Ste. Marie - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 371 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Mar. 5/86</u>
General Increases		3.96% to increment level	2.97% to increment level
Teacher-Category D 0-5 years		\$16,626-\$21,751 (\$15,890-\$20,820)	\$17,117-\$22,397
Teacher-Category A1 0-10 years		\$20,657-\$34,207 (\$19,770-\$32,800)	\$21,273-\$35,223
Teacher-Category A4 0-11 years		\$25,612-\$43,707 (\$24,536-\$41,938)	\$26,373-\$45,007

Responsibility Allowances:

Department Heads, grades 9-11, \$900 (\$662). Effective March 1, 1986, \$1,300.

Health and Welfare:

Continuation of benefits - Employer continues to pay premium costs for the first 17 weeks of maternity leave (new).

Vision Care: Effective February 1, 1986, maximum claim is \$80 (\$50) every 2 years.

Job Sharing (new):

An agreement was reached on job sharing. Details are not available at this time.

Carleton University at Ottawa - University Professors (Ind.) (professors, librarians and instructors): A 36-month renewal agreement effective from May 1, 1985 to April 30, 1988, covering 650 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	May 1/85	May 1/86	May 1/87
Increases		Restructuring of floor salaries for librarians and instructors; 3.8% on floor salaries for professors and lecturers, rounded upwards to the nearest \$10	3.2% rounded upwards to the nearest \$10	*
	<u>Annual Rates</u> (floor salaries)			
	Librarian I	\$22,450 (\$19,390)	\$23,170	
	Librarian IV	\$38,660 (\$33,390)	\$39,900	
	Instructor I	\$21,030 (\$18,160)	\$21,700	
	Instructor III	\$28,390 (\$24,700)	\$29,300	
	Assistant Professor	\$26,180 (\$25,220)	\$27,020	
	Professor	\$43,210 (\$41,620)	\$44,590	

\* Increase is dependent on the average increase in the Consumer Price Index for Ottawa for the 12 months preceding January 1, 1987.

Progress Through the Ranks: Increase in accordance with the general increases.

Health and Welfare: OHIP - Employer pays 25% (39.2%) of premium costs. Effective May 1, 1986, 35%. Effective May 1, 1987, 50%.

OHIP, Major Medical and Dental Plan - Any increase in premium costs to be shared equally (previously, any increase was paid by the employee).

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 982 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/85
	General Increase	5%
	Teaching Assistantship (undergraduate)	\$6.76 (\$6.44)

Sept. 1/85

Teaching Assistantship or	\$22.06
Research Assistantship	(\$21.01)
(graduate or qualifying year)	

Note: Wages rates include 4% vacation pay (unchanged).

## HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 581, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office and clerical employees): A 12-month renewal agreement effective from June 1, 1984 to May 31, 1985, covering 252 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	<u>June 1/84</u>
	General Increase	5%
	<u>Monthly Rates</u>	
	Clerk 1	\$1,176-\$1,316 (\$1,120-\$1,253)
	Medical Secretary	\$1,604-\$1,812 (\$1,528-\$1,726)
	Maximum rates for Clerk 1 and Medical Secretary are reached after 2 years.	

Payment In Lieu of Fringe Benfits (Part-time): 12% (8%) of salary.

Hours of Work (Ward Clerks): 7.5 (7.75) hours per day.

Shift Premium: 35¢ (28¢) per hour, when the majority of shift hours worked are between 3 p.m. and 8 a.m.

Paid Vacation (Full-time): 4 weeks after 10 (12) years of service.

Vacation Pay (Part-time): 8% after 19500 hours of service and 10% after 39000 hours (new), in addition to the existing provision of 6% after 5850 hours.

Bereavement Leave (Part-time): 3 days' paid leave upon death of a stepchild, grandchild, legal guardian or legal ward, provided employee is scheduled to work (new).

Jury and Witness Leave (Part-time) (new): Employee receives the difference between regularly scheduled daily wages and payment received.

Health and Welfare (Full-time): HOODIP - Short Term Sickness Plan - Employer pays for first 2 days of fourth and subsequent absences (previously, unpaid).

Dental Plan (new) - Employer pays 50% of premium cost for Blue Cross Dental Plan #9. Coverage is based on the current year's Ontario Dental Association fee schedule.

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 101, Canadian Operating Engineers (CCU) (full-time and part-time service employees): A 24-month renewal agreement effective from May 30, 1985 to May 29, 1987, covering 247 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 30/85</u>	<u>May 30/86</u>
	General Increases	41¢	40¢
	Additional Adjustment	22¢ for R.N.A.	
	Group 1 (includes Housemaid)	\$7.70-\$8.33 (\$7.29-\$7.92)	\$8.10-\$8.73
	Group V (includes R.N.A.)	\$8.91-\$9.57 (\$8.28-\$8.94)	\$9.31-\$9.97
	Group VIII (includes 4th Class Engineer)	\$9.98-\$10.80 (\$9.57-\$10.39)	\$10.38-\$11.20

Maximum rates are reached after one 6-month and one 12-month increase.

Shift Premium: 30¢ (25¢). Effective May 30, 1986, 32¢.

Health and Welfare: Dental Plan - Effective March 1, 1986, coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective June 1, 1986, the 1985 O.D.A. fee schedule.

Vision Care (new) - Effective March 1, 1986, employer pays 100% of premium costs. Maximum benefit is \$80 every 24 months.

#### SERVICES TO BUSINESS MANAGEMENT

Tele-Direct (Publications) Inc. at Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay and Toronto, Ontario and Montreal, Quebec - Canadian Telephone Employees (Ind.) (clerical and associated employees): Two 32-month renewal agreements effective from January 19, 1986 to September 25, 1988, covering 400 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 19/86</u>	<u>Jan. 18/87</u>
	Increases	0 - 3%	3% - 6.2%
	Additional Adjustment	Restructuring of wage grids	
	<u>Weekly Rates</u> (35.85 hours per week)		



	<u>Jan. 19/86</u>	<u>Jan. 18/87</u>
Clerk Grade 4	\$268.75-\$348.25 (\$283.75-\$334.75)	\$276.75-\$369.75
Senior Sales Records Representative (new)	\$371.50-\$547.75	\$382.75-\$581.75

Maximum rate for Clerk Grade 4 is reached after 3 (2) years, and for Senior Sales Records Representative after 4 1/2 years.

Hours of Work: 38.85 (36) hours per week.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100, from the January 1987 index to the January 1988 index. Triggered at 7.5% (6%). Applied to basic pay for the period from August 1, 1987 to January 31, 1988 and payable in a lump sum. (Basic formula is unchanged. Formula did not trigger.)

Responsibility Pay: \$3.50 (\$2.50) when assigned to be in charge of other employees for a minimum of 3 hours in a day, and \$7 (\$5) when so assigned for more than 5 hours in a day.

Demonstration Premium: 75¢ (50¢) per hour for eligible employee assigned to demonstrate a work method or procedure for a minimum of 1 hour.

Bereavement Leave (new): 3 days' paid leave upon death of spouse, common-law spouse, child, parent, brother, sister, mother-in-law, father-in-law, and any other relative residing with the employee. 1 day's paid leave upon death of grandparent.

## FEDERAL ADMINISTRATION

Treasury Board of Canada - Aircraft Operations Association (Ind.)\* (aircraft operations group): A 20 1/2-month renewal agreement effective from February 10, 1986 to October 25, 1987, with wages retroactive to October 26, 1986, covering 228 Ontario employees, settled by arbitration. Duration of negotiations - 4 1/2 months.

\*Previously, Canadian Professional and Technical Employees (Ind.).

Wages:	Effective	<u>Oct. 26/85</u>	<u>Oct. 26/86</u>
	Increases	3.2% for CAI-1 to CAI-5	3.2% for CAI-1 to CAI-5
<u>Annual Rates</u>			
Civil Aviation Inspector (CAI-1)	\$40,448-\$44,188 (\$39,194-\$42,818)		\$41,742-\$45,602
Helicopter Pilot (HPS-2)	\$45,109-\$48,994 (\$45,109-\$48,994)		\$45,109-\$48,994
Executive Pilot (EPS-2)	\$59,924-\$61,638 (\$59,924-\$61,638)		\$59,924-\$61,638

Maximum rates for Civil Aviation Inspector-1 and Helicopter Pilot-2 are reached after four 6-month increases, and for Executive Pilot-2 after two 6-month increases.

Lump Sum Payments: Two lump sum payments of \$1,000 each for Helicopter Pilots and Supervisors, and \$1,200 each for Executive Pilots and Supervisors, in lieu of salary increases, effective October 26, 1985 and October 26, 1986.

Acting Pay: Payable after 8 (9) consecutive days working in the higher classification.

Meal Allowance: \$4.50 (\$4) for a paid meal after 3 hours of overtime. Effective October 25, 1986, \$4.75.

Shipboard and Special Assignment Allowance: Helicopter Pilot receives weekly allowance of 15 (30) hours at time and one-half for each 7-day period of duty, prorated for periods of less than 7 days, provided employee remains overnight in a sparsely settled area.

# ADDENDUM

## NOVEMBER 1985 SETTLEMENT

### EDUCATION AND RELATED SERVICES

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 303 employees, settled with mediation assistance and ratified in November 1985. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
Increases		3.9% for Teachers, 3.4% for Vice-Principal, 2.9% for Principal	0.58%
Teacher-Category I 0-11 years		\$20,971-\$35,964 (\$20,183-\$34,615)	\$21,092-\$36,173
Teacher-Category IV 0-11 years		\$25,166-\$45,780 (\$24,219-\$44,063)	\$25,310-\$46,045
Vice-Principal 0-2 years		\$50,230-\$53,464 (\$48,578-\$51,706)	\$50,520-\$53,774
Principal 0-2 years		\$57,428-\$60,672 (\$55,810-\$58,962)	\$57,762-\$61,026

Responsibility, Graduate Degree and Audio Visual Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental Plan (new) - Effective May 1, 1986, employer pays \$7.60 per month for single coverage and \$16.39 per month for family coverage for Blue Cross Plan #7.

Paid Union Leave (new):	Maximum 20 paid days per year for Branch Affiliate representatives.
Education Allowance (new):	Employer pays tuition costs of course required by employer to fill a position.



ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
FEBRUARY 1986

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	34
February 1986 Settlements	
Food and Beverage .....	36
Wood .....	37
Furniture and Fixture .....	38
Metal Fabricating .....	39
Transportation Equipment .....	40
Transportation .....	45
Education and Related Services .....	47
Health and Welfare Services .....	51
Miscellaneous Services .....	52
Federal Administration .....	53
Local Administration .....	55
Construction .....	57
Addendum	
November 1985 Settlement .....	57





## Highlights

### Distillery

Hiram Walker and Sons Ltd. and the Auto Workers union reached a 3-year agreement early in February, covering 650 employees at the company's Walkerville liquor plant. The settlement was negotiated eleven months prior to the expiry date of the existing agreement.

The new agreement will become effective on January 5, 1987, and will provide a wage increase of 3 percent in the first year, 24 cents in the second year, and a further 3 percent in the third year; and new employees will be paid \$1 an hour below job rates during their first year of employment, instead of the current 10 cents for the first two months. Of \$2.92 an hour past cost-of-living payment, \$2.50 will be incorporated into wage rates, leaving a 42-cent float; and the cost-of-living provision will be continued to provide quarterly adjustments calculated at 1 cent an hour for each 0.35 point change in the Consumer Price Index (1961=100), subject to a 13-cent diversion over the term of the agreement.

Other terms included a 10-cent increase to 50 cents an hour for the second shift and to 60 cents an hour for the third shift; a 7-cent increase to 37 cents an hour for employees on continuous operations; a \$5 increase in the pension rate to \$24 a month for each year of credited service; a \$310 increase to \$1,310 for the minimum monthly benefit for early retirement; and improvements in meal, mileage and safety shoe allowances.

### Construction

The first settlement in the 1986 round of bargaining in the construction industry was reached between the Ontario Refrigeration and Air Conditioning Contractors and the Plumbers union. The settlement combined two previous service and maintenance contracts into a single agreement that will run for 3 years to January 27, 1989 and covers 800 employees.

Terms of the settlement provided for a wage and benefit package increase of 66 cents an hour in the first year. Package increases of 98 cents and \$1.00 an hour will be paid in the second and third years, respectively, to workers who successfully complete a training incentive programme set by the industry's training committee. Workers who fail the courses will receive only one-half of the second and third year increases.

The second year package included a 20-cent increase to \$1.20 an hour in employer contributions to pensions, and an increase of 15 cents to 70 cents an hour for welfare benefits. Employers will also increase their contributions to the training and apprenticeship fund by 6 cents to 10 cents an hour, and will pay for the full costs of safety shoes and uniforms.

## Trucking

The Eastern Canada Car Carrier Division of the Motor Transport Industrial Relations Bureau concluded a three-year agreement with the Teamsters Union, covering 1,800 drivers and maintenance employees in Ontario and Quebec. About 90 percent of the employees work for 13 Ontario-based companies.

Wage terms of the new agreements provided for an increase of 80 cents an hour in the first year, and 40 cents in each of the second and third years. Highway drivers received equivalent increases in mileage rates. Skilled trades received additional adjustments totalling 15 cents an hour. The existing cost-of-living provision was revised to provide in the second and third years adjustments calculated at 1 cent an hour or 0.25 cents a mile for each 0.3 point rise above 6 percent annually in the Consumer Price Index (1971=100). Premium payments for overtime and weekend work and for stopping, fuelling, pickouts and truck maintenance were also increased.

Benefit changes included an additional paid holiday in each year, for a total of 15 days by the end of the agreement; increases in employer contributions for health and welfare to \$70 a month, from \$30; a \$30 increase to \$183 a month in employer contributions to the pension fund; and provision for early retirement with unreduced benefits at age 55 with 15 years of service.

Other improvements included increased allowances for medical examinations, clothing, meals, relocation and jury duty leave.

Index to Settlements Reported, February 1986

Employer and Location	Union	Page
atrice International (Canada) Ltd., Colonial Cookies Div., Kitchener	Food and Commercial Workers (AFL-CIO CLC)	36
rn's International Security Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	57
rleton Roman Catholic Separate School Board, Nepean	Assn. des Enseignants Franco-Ontariens (Ind.)	47
cel Metalcraft Ltd., Aurora	Auto Workers (CLC)	40
derated Building Maintenance Co. Ltd., First Canadian Place, Toronto	Food and Service Workers (CCU)	52
W. Martin Co., previously Weyerhaeuser Canada Ltd., Saulte St. Marie	Woodworkers (AFL-CIO/CLC)	37
rey County Board of Education, Markdale	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	48
endrickson Manufacturing (Canada) Ltd., Stratford	United Steelworkers (AFL-CIO/CLC)	41
ram Walker & Sons Ltd., Walkerville	Auto Workers (CLC) (plant empls.)	36
ondon City Board of Education	CUPE (CLC) (full-time and part-time teaching assistants and office and clerical empls.)	48
etropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls; Unit C - parking control officers, cadets and matrons)	55
etropolitan Separate School Board, Toronto	CUPE (CLC) (maintenance, services and and plant operations empls.)	49
otor Transport Industrial Relations Bureau, Eastern Canada Car Carrier Div., Ontario and Quebec	Teamsters (Ind.)	45
ational Auto Radiator Manufacturing Co. Ltd., Windsor	Auto Workers (CLC)	42
ational Research Council of Canada, Canada-wide	Research Council Employees' Assn. (Ind.) (technical category empls.)	53
ewman Steel Ltd., Sudbury, St. Catharines and Stoney Creek	United Steelworkers (AFL-CIO/CLC)	39

Index to Settlements Reported, February 1986

Employer and Location	Union
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL) (service empls.)
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.)
Perth County Board of Education, Stratford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)
Queensway-Carleton Hospital, Nepean	CUPE (CLC) (full-time, regular part-time and casual empls.)
Renfrew County Roman Catholic Separate School Board, Pembroke	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)
Simcoe County Board of Education, Barrie	CUPE (CLC) (maintenance, service and plant operations empls.)
Sklar-Peppler Inc., Sklar Div., Whitby	United Steelworkers (AFL-CIO/CLC)
Treasury Board of Canada	Public Service Alliance (CLC) (auditing group)
Wabco Standard Inc., Wabco Div., Stoney Creek	Electrical Workers (UE) (CLC) (hourly rated empls.)
Welded Tube of Canada Limited, Vaughan	United Steelworkers (AFL-CIO/CLC)

D AND BEVERAGE

Trice International (Canada) Ltd., Colonial Cookies Division at Kitchener - Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1985 to October 31, 1987, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

es:	Effective	Nov. 1/85	Nov. 1/86
	General Increases	45¢	45¢
	Packer	\$9.42 (\$8.97)	\$9.87
	Utility Oven Captain	\$10.37-\$10.50 (\$9.92-\$10.05)	\$10.82-\$10.95

Maximum rate for Utility Oven Captain is reached after 96 days worked.

ft Premium: 0-20¢-30¢ (0-15¢-25¢). Effective November 1, 1986, 0-25¢-35¢.

alth and  
lfare: Life Insurance - Benefit is \$13,000 (\$8,000).

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$60 every 24 months.

nsion Plan: Basic Benefit - \$9 (\$7) per month per year of service.

ram Walker & Sons Limited at Walkerville - Local 2027, Auto Workers (CLC) (plant employees): A 36-month renewal agreement effective from January 5, 1987 to January 3, 1990, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

ges:	Effective	Jan. 5/87	Jan. 1/88	Jan. 1/89
	General Increases	3%	24¢	3%
	COLA Fold-in	\$2.50		
	General Help	\$14.86 (\$12.00)	\$15.10	\$15.55
	Truck Driver	\$15.19 (\$12.32)*	\$15.43	\$15.89
	Trades (includes Electrician)	\$16.95 (\$14.03)	\$17.19	\$17.71

\* Truck Driver received a 20¢ special adjustment effective January 1, 1985.

Start Rates - \$1 below job rate for first 2,080 hours worked. (Previously, 10¢ below job rate for 60 calendar days.)



Cost of Living Allowance:	<p>\$2.92 COLA was accumulated under the previous agreement up to the date of ratification of this agreement, February 2, 1986. \$2.50 COLA is folded in on January 5, 1987.</p> <p>1¢ per 0.35 point change in the Consumer Price Index - 1961=100. Adjusted quarterly. 1¢ diverted from each of the first 9 adjustments and 2¢ diverted from the next 2 adjustments, for a total of 13¢ diverted to offset the overall costs of the package. (Basic formula is unchanged.)</p>
Shift Premium:	0-50¢-60¢ (0-40¢-50¢); average shift premium for employee permanently on continually rotating shift - 37¢ (30¢) per hour.
Health and Welfare:	<p><u>Weekly Indemnity</u> - Benefit is \$371-\$449 (\$245-\$377) per week, depending on hourly base wage rate.</p> <p><u>Dental Plan</u> - Coverage continues to be updated each January to the previous year's Ontario Dental Association fee schedule.</p>
Pension Plan:	<p><u>Basic Benefit</u> - For retirements on or after January 1, 1987, \$22 (\$19) per month per year of service. Effective January 1, 1988 or after, \$23. Effective January 1, 1989 or after, \$24.</p> <p><u>Early Retirement Benefit</u> - For retirements on or after January 1, 1987, an amount which, together with any applicable statutory benefits, would provide \$17 (\$16) per month per year of service to a maximum 30 years. Effective January 1, 1988 or after, \$18. Effective January 1, 1989 or after, \$19. Minimum monthly benefit for early retirements on or after January 1, 1987, \$1,200 (\$1,000). Effective January 1, 1988 or after, \$1,255. Effective January 1, 1989 or after, \$1,310.</p> <p><u>Current Retirees</u> - Benefits increased by \$1.</p> <p><u>Lump Sum Payment</u> - Effective January 1988, lump sum payment of \$200 to each retiree who retired before January 1, 1988. (Previously, \$200 lump sum payment in January 1984, 1985 and 1986 to retirees who retired at least one year earlier.)</p>
Meal Allowance:	\$8 (\$6.50) after 11 or more hours worked plus an additional \$8 (\$6.50) after 15 or more hours worked.
Mileage Allowance:	22¢ per kilometre or 36¢ (24¢) per mile for employee using his own automobile on employer's business, not including transportation to and from work.
Safety Shoe Allowance:	\$40 refund for one pair per year. (Previously, \$12.50 refund per pair, maximum twice per year.)

WOOD

G. W. Martin Company, previously Weyerhaeuser Canada Ltd., at Sault Ste. Marie - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 29, 1985 to November 28, 1987, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

ages:	Effective	<u>Nov. 29/85</u>	<u>May 26/86</u>
	General Increases	31¢	2¢
	Labour	\$9.00 (\$8.69)	\$9.02
	Electrician "A1"	\$11.26 (\$10.95)	\$11.28
	Effective	<u>Nov. 27/86</u>	<u>May 28/87</u>
	General Increases	32¢	2¢
	Labour	\$9.34	\$9.36
	Electrician "A1"	\$11.60	\$11.62
Shift Premium:	0-15¢-15¢ (0-12¢-10¢).		

#### FURNITURE AND FIXTURE

Sklar-Peppler Inc., Sklar Division at Whitby - Local 50, United Steelworkers (AFL-CIO/CLC)\*: A 24-month renewal agreement effective from March 1, 1986 to February 29, 1988, covering 475 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

\*Previously, Upholsterers (AFL-CIO/CLC).

ages:	Effective	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
	General Increases	35¢	35¢
	<u>Hourly Rates</u>		
	Panel Maker	\$7.42 (\$7.07)	\$7.77
	Journeyman	\$11.90 (\$11.55)	\$12.25

Cost of Living Provision: 70¢ COLA generated during a previous agreement continues to float.

COLA clause is inoperative, as previously.

Shift Premium: 30¢ (25¢) per hour on any shift commencing after noon.

Day Worker Premium: 15¢ (10¢) per hour for day workers in production classifications 1 to 9. Effective March 1, 1987, 20¢.

Maintenance Premium (new): 50¢ for maintenance classifications. Effective March 1, 1987, \$1.

Paid Vacation: Effective in the 1987 vacation year, 5 weeks after 20 (22) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$9,000 (\$7,000).

Weekly Indemnity - Maximum benefit is \$160 (\$150) per week.  
Effective March 1, 1987, \$170.

Dental Plan - Coverage is updated in July of each contract year to the previous year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1987, \$10 (\$7) per month per year of future service. Past service benefit remains at \$7 (unchanged).

## METAL FABRICATING

Newman Steel Ltd. at Sudbury, St. Catharines and Stoney Creek - Locals 6363 and 8214, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1986 to January 31, 1988, covering 203 employees, settled at the post conciliation bargaining stage.  
Duration of negotiations - 2 1/2 months.

Wages:	Effective	Feb. 1/86	Feb. 1/87
COLA Fold-in		43¢	
General Increases		40¢	35¢
Job Class Increment		14¢ (13¢)	14¢
Labourer		\$11.06 (\$10.21)	\$11.41
Motor Mechanic (Lic. Diesel)		\$12.82-\$13.02 (\$11.83-\$12.03)	\$13.17-\$13.37

Maximum rate for Motor Mechanic is reached after 120 days worked.

Previous rates reflect 35¢ COLA folded in during the previous agreement.

Lump Sum Settlement Payment: \$200 per employee.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the January 1986 index as the base. Adjusted quarterly.  
(Basic formula is unchanged.)

Shift Premium: 0-28¢-33¢ (0-25¢-30¢).

Paid Vacation: 4 weeks after 10 (11) years of service and 5 weeks after 18 (20) years.

Vacation Bonus: \$25 (\$15) per week for vacation taken during November, December, January and February.

Health and Welfare: Life Insurance and A. D. & D. - Effective March 1, 1986, benefit is \$20,000 (\$17,500).

Long Term Disability - Benefit is \$600 (\$500). Effective February 1, 1987, \$700.

ension Plan: Basic Benefit - \$12 (\$11) per month per year of service. Effective February 1, 1987, \$13.

safety Shoe Allowance: \$65 (\$60) per year.

rescription safety Glasses: \$80 per year. (Previously, \$80 every 2 years).

Welded Tube of Canada Limited at Vaughan - Local 8328, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1985 to November 30, 1987, covering 225 employees, settled with mediation assistance. Duration of negotiations - 3 months.

ages:	Effective	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>
	Average Increases	8.68%	4.9%
	Group 6 (Labourer)	\$11.59 (\$10.92)	\$12.15
	Group 1 (includes Mill Operator)	\$13.07 (\$12.15)	\$13.71

Start Rates - Employees hired in "New Labourer" classification receive \$9.87 per hour, with automatic progression to Group 6 rates after two 12-month increases (unchanged).

Shift Premium: Employees working the night shift receive 8 hours of pay for every 6 hours and 50 minutes worked (new).

aid Vacation: Effective June 30, 1987, 4 weeks after 14 years of service (new).

Health and Welfare: Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Effective April 1, 1986, orthodontic services added for employees with 2 or more years of seniority, providing a maximum of \$2,000 per treatment case, with 50%-50% co-insurance (new).

Meal Allowance: \$4 (\$3) after 2 hours of overtime.

## TRANSPORTATION EQUIPMENT

Excel Metalcraft Ltd. at Aurora - Local 396, Auto Workers (CLC): A 36-month renewal agreement effective from March 3, 1986 to February 28, 1989, covering 241 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

ages:	Effective	<u>Mar. 3/86</u>	<u>Mar. 2/87</u>	<u>Feb. 29/88</u>
	General Increases	20¢	20¢	20¢



	<u>Mar. 3/86</u>	<u>Mar. 2/87</u>	<u>Feb. 29/88</u>
COLA Fold-ins		*	*
Job Class I Assembler-Operator	\$8.69 (\$8.49)	\$8.89	\$9.09
Job Class II Tool and Die	\$12.54 (\$11.84)	\$12.74	\$12.94
Cost of Living Allowance:	73¢ COLA generated under the previous agreement continues to float.  1¢ per 0.19 point change in the Consumer Price Index - 1981=100, using the February 1986 index as the base. Adjusted quarterly. Capped at 15¢ per quarter and 25¢, 30¢ and 35¢ in the first, second, and third contract years, respectively. (Basic formula is unchanged. Previously, guaranteed minimum of 8¢ per year.)  * Effective March 2, 1987, one-half of the present COLA float will be folded into wages. Effective February 29, 1988, the remaining COLA float to be folded into wages.		
Shift Premium:	Effective March 3, 1987, 0-25¢-25¢ (0-20¢-20¢).		
Paid Vacation:	Effective July 1, 1988, 5 weeks after 25 years of service (new).		
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Benefit is \$11,000 (\$10,500). Effective March 2, 1987, \$11,500. Effective February 29, 1988, \$12,000.  <u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective March 2, 1987, the 1986 O.D.A. fee schedule. Effective February 29, 1988, the 1987 O.D.A. fee schedule.		
Pension Plan (full-time):	<u>Employer Contribution</u> - 10¢ (5¢) per regular hour worked to a maximum of 1,800 hours per year for each employee with 2 (3) or more years of service to company plan. (Previously, to group R.R.S.P.).  <u>Survivor Benefits (new)</u> - Post-retirement survivor receives 60% of employee's pension; pre-retirement survivor receives equivalent of employee's termination benefit.		
<u>Hendrickson Manufacturing (Canada) Ltd. at Stratford - Local 8773, United Steelworkers (AFL-CIO/CLC):</u> A 36-month renewal agreement effective from December 1, 1985 to November 30, 1988, covering 212 employees, settled with mediation assistance. Duration of negotiations - 5 months.			
Wages:	<u>Effective</u>	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>
General Increases	55¢	45¢	45¢



	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>	<u>Dec. 1/87</u>
Additional Adjustments	Certain classifications combined and upgraded		
Labourer	\$10.20 (\$9.65)	\$10.65	\$11.10
Electrician	\$12.17 (\$11.62)	\$12.62	\$13.07
Sick Leave:	5 weeks after 20 years of service (new).		
Health and Welfare:	Life Insurance and A. D. & D. - Effective March 15, 1986, benefit is \$11,000 (\$10,000). Effective March 15, 1987, \$12,000. Effective March 15, 1988, \$13,000.		
	Dental Plan - Effective March 15, 1986, coverage is based on the 1982 (1980) Ontario Dental Association fee schedule. Effective March 15, 1987, the 1983 O.D.A. fee schedule. Effective March 15, 1988, the 1984 O.D.A. fee schedule.		
Safety Shoe Allowance:	Effective March 15, 1986, \$50 (\$40) once a year.		
Prescription Safety Glasses:	\$40 (\$25) once a year.		

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Auto Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1986 to April 1, 1989, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
Effective			
COLA Fold-in	\$1.40		
General Increases	30¢	25¢	25¢
Skilled Trades Adjustments	10¢	10¢	10¢
Group III (includes Labour-General Help)	\$13.76 (\$12.06)	\$14.01	\$14.26
Group I (includes Auto Mechanic)	\$15.27 (\$13.47)	\$15.62	\$15.97

Cost of Living Allowance: \$1.45 COLA was generated during the previous agreement. \$1.40 is folded into wages on April 1, 1986, leaving 5¢ to float.

1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the December 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-25¢). Effective April 1, 1988, 0-30¢-40¢.

Paid Personal Days:	Effective in the 1987 and 1988 contract years, 3 (2) days.
Bereavement Leave:	3 (1) days' paid leave upon death of step-parent. 1 day's paid leave upon death of grandchild (new).
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$19,000 (\$17,000). Effective April 1, 1987, \$20,000. Effective April 1, 1988, \$21,000.  <u>A. D. &amp; D.</u> - Benefit is \$9,000 (\$8,500). Effective April 1, 1987, \$10,000. Effective April 1, 1988, \$10,500.  <u>Life Insurance for Retirees</u> - Benefit is \$3,000 (\$2,000). Effective April 1, 1988, \$4,000.  <u>Weekly Indemnity</u> - Benefit is \$250 (\$220) per week. Effective April 1, 1987, \$260. Effective April 1, 1988, \$300.  <u>Long Term Disability</u> - Benefit is \$733 (\$433) per month.  <u>Vision Care</u> - Maximum claim is \$75 (\$60) every 2 years. Effective April 1, 1988, \$100.  <u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Maximum claim for orthodontic services is \$850 (\$650). Effective April 1, 1988, \$1,000.  <u>Dental Plan for Retirees (new)</u> - Employer pays 100% of premium costs for coverage similar to employees' plan.
Pension Plan:	<u>Basic Benefit</u> - Benefit is \$15 (\$13) per month per year of service. Effective April 1, 1987, \$17. Effective April 1, 1988, \$19.  <u>Supplemental Benefit</u> - Benefit is \$13 (\$12) per month per year of service to a maximum of 30 (25) years. Effective April 1, 1987, \$14. Effective April 1, 1988, \$15.  <u>Current Retirees</u> - Benefits increased by \$1 per month per year of service. Effective April 1, 1988, increased by \$1.
Safety Shoe Allowance:	\$50 (\$40) per year.

Wabco Standard Inc., Wabco Division at Stoney Creek - Local 558, Electrical Workers (UE) (CLC) (hourly rated employees): A 36-month renewal agreement effective from April 23, 1986 to April 22, 1989, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Apr. 23/86	Oct. 31/86
	General Increases	40¢	12¢
	Labour Grade 2 (includes Handler-Sweeper)	\$11.974 (\$11.574)	\$12.094

	<u>Apr. 23/86</u>	<u>Oct. 31/86</u>
Labour Grade 14 (includes Gauge-Maker)	\$14.753-\$15.060 (\$14.353-\$14.660)	\$14.873-\$15.180

Previous rates reflect 58¢ COLA folded into wages during the previous agreement.

	<u>Apr. 23/87</u>	<u>Apr. 23/88</u>
Effective		
General Increases	20¢	20¢
Labour Grade 2	\$12.294	\$12.494
Labour Grade 14	\$15.073-\$15.380	\$15.273-\$15.580

Maximum rate for Gauge-Maker is reached after 6 months.

Cost of Living Allowance: 1¢ per 0.36 point increase in the Consumer Price Index - 1971=100, using the March 1987 index as the base. Adjusted and folded into wages quarterly. Capped at 45¢ in the second year, 55¢ in the third year; and any unused cap in the second year can be used in third year. (Basic formula is unchanged.)

Shift Premium: Effective April 23, 1986, 0-45¢-45¢ (0-40¢-40¢).

Paid Holidays: 1/2 day before Christmas and 1/2 day before New Year's Day are added for a total of 13 (12) days.

Paid Vacation: Effective April 23, 1987, 5 weeks after 22 (23) years of service. Effective April 23, 1988, 4 weeks after 12 (13) years.

Health and Welfare: Life Insurance - Benefit is \$11,000 (\$9,000). Effective April 23, 1987, \$12,000. Effective April 23, 1988, \$13,000.

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$16.75 (\$16) per month per year of service. Effective April 23, 1987, \$17. Effective April 23, 1988, \$17.25.

Bridge Benefit - \$11.50 (\$11.25) per month per year of service. Effective April 23, 1987, \$11.75. Effective April 23, 1988, \$12.

Safety Shoe Allowance: Effective April 23, 1987, maximum \$50 (\$40) per year.

Retraining (new): Eligible employee whose position is eliminated due to technological change will be retrained in a new or changed job for a period of 15 to 30 days, depending on seniority. If new job is at a lower wage, employee continues to receive former rate for 16 weeks.

## TRANSPORTATION

Motor Transport Industrial Relations Bureau, Eastern Canada Car Carrier Division in Ontario and Quebec - Locals 69, 106, 880 and 938, Teamsters (Ind.) (drivers, mechanics, yardmen and loaders): A 35 1/2-month renewal agreement effective from February 19, 1986 to January 31, 1989, with wages retroactive to February 2, 1986, covering 1,600 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 2/86	Feb. 2/87	Feb. 1/88
General Increases		80¢	40¢	40¢
Skilled Trades Adjustments		10¢		5¢
Driveaway Man		\$14.56 (\$13.76)	\$14.96	\$15.36
Driver		\$14.81 (\$14.01)	\$15.21	\$15.61
Maintenance (Skilled)		\$16.09 (\$15.19)	\$16.49	\$16.94

Mileage Rates - Drivers on highway operations: Loaded - 34.10¢ (32.23¢) and Empty - 28.30¢ (26.43¢). Effective February 2, 1987, 34.60¢ and 28.80¢ respectively. Effective February 1, 1988, 35.63¢ and 29.83¢.

Cost of Living Allowance: 1¢ per hour or .025¢ per mile driven per 0.3 (0.7) point increase in the Consumer Price Index - 1971=100, using the December 1985 index as the base. Triggers at 6% (8%) annually. Adjusted annually and payable in February 1987 and 1988. (Formula did not trigger).

Premium Pay: Fuelling - \$3.80 (\$3.70) per fuelling. Effective February 2, 1987, \$3.95. Effective February 1, 1988, \$4.10.

Load and Unload Stops: - \$2.45-\$3.10 (\$2.25-\$2.90) per unit loaded or unloaded, depending on number of units. Effective February 2, 1987, \$2.55-\$3.20. Effective February 1, 1988, \$2.65-\$3.30.

Pickouts - \$1.30 (\$1.25) per pickout. Effective February 2, 1987, \$1.35. Effective February 1, 1988, \$1.40.

Stop Rate - \$3.85 (\$3.70) per stop. Effective February 2, 1987, \$3.95. Effective February 1, 1988, \$4.05.

Second Stop - \$2.60 (\$2.35) per second and subsequent stop.

Overtime Pay: Time and one-half for all hours worked on Saturday if shift commenced at 10 p.m. or later, and double time for the remaining hours of the shift worked on Sunday. (Previously, time and one-half for all hours worked on shifts commencing on Saturday.) Double time (time and one-half) for all hours worked beyond 8 hours on Saturday.



**Additional Holidays:** 1 additional floating holiday per year for a total of 15 (12) holidays by end of third year.

**Accrual Leave:** Maximum 3 calendar (scheduled) days' paid leave.

**Health and Welfare:** Health and Welfare Trust Fund - Effective February 2, 1987, employer contribution for Life Insurance, A. D. & D., Dependent Life Insurance, Weekly Indemnity and Long Term Disability is \$65 (\$30) per month per employee. Effective February 1, 1988, \$70. Minimum balance in Trust Fund is \$100,000 (\$500,000).

Vision Care - \$135 (\$125) per year. Effective February 1, 1987, \$140. Effective February 1, 1988, \$150.

Hearing Aid - \$500 (\$300) every 3 years.

Dental Plan - Coverage continues to be updated each April 1 to the current year's Ontario Dental Association fee schedule.

Travel Coverage (new) - Employer provides hospital/medical coverage beyond regular insurance protection when outside of the country.

Paramedic Services (new) - Employer pays for up to 20 treatments per year to a maximum of \$7 per treatment by a chiropractor, osteopath or podiatrist.

Prescription Drug Plan/Vision Care/Hearing Aid/Travel Plan for Retirees (new) - Full coverage for employees with 15 years of service aged 55 to 65, and for surviving spouse until age 65 or remarriage. Annual deductibles of \$50 for family coverage and \$35 for single coverage.

Continuation of Benefits - Employer pays premium costs for the duration of the contract (for 12 months) for employee on W.C.B. leave and who would not otherwise be laid off.

**Pension Plan:** Employer Contribution - \$183 (\$153) per month per employee.

Early Retirement (new) - Employee with 15 years of service may retire at age 55 on full pension.

**Maintenance Pay:** \$2 (\$1.50) each time a driver removes or repairs tail lights, spare tires, exhaust pipes, etc.

**Medical Examination Allowance:** \$20 (\$17) for medical examination on company premises and \$35 (\$32) off company premises.

**Clothing Allowance:** \$150 (\$125) per year.

**Meal Allowance:** \$7.45 (\$7.25). Effective February 2, 1987, \$7.75. Effective February 1, 1988, \$8.

**Jury Duty Leave:** Employer pays the equivalent of 8 hours' straight time pay for each day an employee serves as a juror on a scheduled work day. (Previously, regular pay was decreased by the amount of jury pay and was limited to 10 days.)



Relocation Allowance (new): \$50 per week for a maximum of 4 weeks for drivers who bump to another location when laid off.

# EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Nepean - Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 300 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	3%	1% non-compounded
	Teacher-Category 1 0-7 years	\$16,403-\$24,033 (\$15,925-\$23,333)	\$16,562-\$24,266
	Teacher-Category 4 0-12 years	\$21,674-\$35,754 (\$21,043-\$34,713)	\$21,885-\$36,102
	Teacher-Category 7 0-14 years	\$26,944-\$48,066 (\$26,159-\$46,666)	\$27,205-\$48,533
	Co-ordinator 0-6 years	\$44,314-\$52,258 (\$43,023-\$50,736)	\$44,744-\$52,765
	<u>Principal</u>		
	Less than 600 pupils	\$45,305-\$53,080 (\$43,985-\$51,534)	\$45,744-\$53,595
	601 pupils and over and Senior Elementary Schools	\$47,716-\$55,514 (\$46,326-\$53,897)	\$48,179-\$56,053
	Effective	<u>Sept. 1/86</u>	
	General Increase	3.5%	
	Teacher-Category 1	\$17,142-\$25,115	
	Teacher-Category 4	\$22,651-\$37,366	
	Teacher-Category 7	\$28,157-\$50,232	
	Co-ordinator	\$46,310-\$54,612	
	<u>Principal</u>		
	Less than 600 pupils	\$47,345-\$55,471	
	601 pupils and over and Senior Elementary Schools	\$49,865-\$58,015 (\$46,326-\$53,897)	

Responsibility Increased in accordance with the general salary increases.  
Allowances:

Grey County Board of Education at Markdale - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 481 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 months.

Pages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	1.7%	4.4%
	Teacher-Category D 0-6 years	\$15,809-\$21,988 (\$15,545-\$21,620)	\$16,511-\$22,964
	Teacher-Category A1 0-10 years	\$20,460-\$35,808 (\$20,118-\$35,209)	\$21,368-\$37,398
	Teacher-Category A4 0-12 years	\$23,870-\$44,331 (\$23,471-\$43,590)	\$24,930-\$46,300

Responsibility Increased in accordance with the general salary increases.  
Allowances:

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC)  
(full-time and part-time teaching assistants and office and clerical employees): A 24-month renewal agreement effective from October 1, 1985 to September 30, 1987, covering 384 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Pages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
	Increases	36¢-50¢	4%
	Job Group I (includes Clerk Typist)	\$7.40-\$8.96 (\$7.04-\$8.57)	\$7.70-\$9.32
	Job Group VII (Senior Secretary III)	\$11.70-\$14.39 (\$11.25-\$13.89)	\$12.17-\$14.97

Maximum rates are reached after 2 annual increases.

Responsibility \$550 (\$525) per year for full-time Senior Secretary II.  
Allowance:

Paid Holidays: 1 floating day is added for a total of 11 (10) days, to be observed on a day agreed upon by employer and employee.

Paid Vacation: 5 weeks after 18 (20) years of service.

Health and Life Insurance - Effective February 1, 1986, benefit is 2 1/2  
Welfare: (2) times annual salary to a maximum of \$100,000.

Vision Care (new) - Effective February 1, 1986, employer pays 80% of premium costs. Maximum claim is \$150 every 2 years.

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from July 1, 1985 to June 30, 1986, covering 850 employees, settled with mediation assistance. Duration of negotiations - 13 months.

Wages:	Effective	<u>July 1 /85</u>
	Increase	55¢, except no increase for Permit Supervisor
	Matron	\$9.98 (\$9.43)
	Head Caretaker (varies by size of school)	\$12.38-\$14.46 (\$11.83-\$13.91)
	Plumber	\$18.25 (\$17.70)

Paid Vacation: Effective January 1, 1986, 5 weeks after 17 (18) years of service.

Health and Welfare: Dental Plan - Effective April 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Car Allowance: Effective March 1, 1986, daily allowance for work related travel calculated on the basis of \$270 (\$260) per month for maintenance employees.

Perth County Board of Education at Stratford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 400 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	3.9%	0.8%
	Teacher-Category D 0-6 years	\$16,102-\$22,623 (\$15,498-\$21,774)	\$16,231-\$22,804
	Teacher-Category A1 0-11 years	\$20,927-\$35,440 (\$20,141-\$34,110)	\$21,094-\$35,724
	Teacher-Category A4 0-12 years	\$25,072-\$45,282 (\$24,131-\$43,582)	\$25,273-\$45,644
	Principal-A School 0-2 years	\$51,263-\$54,089 (\$49,339-\$52,059)	\$51,673-\$54,522

	Effective	<u>Aug. 31/86</u>
	General Increase	0.4%
	Teacher-Category D 0-6 years	\$16,296-\$22,895
	Teacher-Category A1 0-11 years	\$21,178-\$35,867
	Teacher-Category A4 0-12 years	\$25,374-\$45,827
	Principal-A School 0-2 years	\$51,880-\$54,740
Responsibility and Graduate Degree Allowances:	Increased in accordance with the general salary increases.	
Health and Welfare:	<u>Dental Plan (new)</u> - Employer contributes \$16.39 per month for family coverage and \$7.60 per month for single coverage.	
Pension Plan:	<u>Early Retirement Incentives (new)</u> - Eligible employee who retires at age 61 receives on a pro-rated 4-year basis \$6,000, \$5,000, \$4,000 and \$3,000. Similar pro-rated payments for teachers who retire from age 62 to 64.	

Renfrew County Roman Catholic Separate School Board at Pembroke - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 320 employees, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

ages:	Effective	<u>Sept. 1/85</u>
	General Increase	4.37%
	Teacher-Category D 0-9 years	\$16,170-\$24,781 (\$15,493-\$23,743)
	Teacher-Category A1 0-11 years	\$19,314-\$36,696 (\$18,505-\$35,160)
	Teacher-Category A4 0-12 years	\$25,109-\$45,385 (\$24,058-\$43,485)

Responsibility Allowances:	Increased by 4.37%.	
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.	

Simcoe County Board of Education at Barrie - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/86
	General Increase	4.5%
	Skilled Trades Adjustment	25¢-35¢
	Cleaner	\$7.72-\$8.23 (\$7.39-\$7.88)
	Electrician	\$11.98-\$12.37 (\$11.11-\$11.49)
	Maximum rate for Cleaner is reached after 2 years and for Electrician, after 1 year.	
Shift Premium:	0-22¢-26¢ (0-21¢-25¢).	
Bus Driver Premium:	\$2.61 (\$2.50) per day for regular noon hour kindergarten run.	
Responsibility Allowance:	36¢ (34¢) per hour to Chief Custodian, Lead Hand, or Custodian who is responsible for a school.	
Certificate Allowance:	39¢ (37¢) per hour for Custodian with engineer's certificate.	
Weekend and Holiday School Check Allowances:	Increased by 4.5%.	
Paid Holidays:	12 (11) days.	

#### HEALTH AND WELFARE SERVICES

Queensway-Carleton Hospital at Nepean - Local 2875, Canadian Union of Public Employees (CLC)\* (full-time, regular part-time and casual employees): A 24-month renewal agreement effective from October 3, 1984 to October 2, 1986, covering 300 employees, settled by arbitration. Duration of negotiations - 16 months.

\*Previously, Canadian Operating Engineers (CCU).

Wages:	Effective	Oct. 3/84	Oct. 3/85	Apr. 3/86
	Increases	5%*	5% for non-trades, 1.5% for skilled trades	3.4%-5% for non-trades
	Housekeeping Aide	\$8.24-\$8.78 (\$7.85-\$8.36)	\$8.65-\$9.22	\$9.08-\$9.68



	<u>Oct. 3/84</u>	<u>Oct. 3/85</u>	<u>Apr. 3/86</u>
R.N.A., Orderly	\$9.19-\$9.88 (\$8.75-\$9.41)	\$9.65-\$10.37	\$10.13-\$10.89
Electrician	\$11.56-\$13.64 (\$11.01-\$12.99)	\$11.96-\$14.11	\$11.96-\$14.11

\*Interim arbitration award on December 5, 1985.

Maximum rates for Housekeeping Aide, R.N.A. and Orderly are reached after 3 annual increases, and for Electrician after 4 annual increases.

Hours of Work (full-time): 7.5 hours per day. (Previously, 7.75 hours per day for R.N.A., Orderly, O.R. Technical and Emergency Technician classifications.)

Shift Premium: \$2.10 (\$2) per shift.

Reporting Pay (part-time) (new): Eligible employee scheduled to work a 7.5 hour day is guaranteed 4 hours of work or 4 hours' pay. Pro-rated for employees who work less than 7.5 hours.

Sick Vacation: (full-time): 2.09 days per month after 25 years of service (new).

Vacation Pay (part-time): 6% of earnings after 1 year of service, 8% after 10 years and 10% after 25 years (new).

Health and Welfare: Life Insurance - Employer pays 90% (85%) of premium costs.

Dental Plan - Coverage is based on the current year's (1982) Ontario Dental Association fee schedule.

Payment in Lieu of 12% of regular pay.

Fringe Benefits (part-time) (new):

#### ISCELLANEOUS SERVICES

Federated Building Maintenance Company Limited at First Canadian Place, Toronto - Local 51, Food and Service Workers (CCU): A 24-month renewal agreement effective from April 13, 1986 to April 12, 1988, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 1 day.

Effective	<u>Apr. 13/86</u>	<u>Oct. 13/86</u>	<u>Oct. 13/87</u>
Increases	35¢ for Light Duty Cleaners	14¢ for Interior Window Washers, 16¢ for Heavy Duty Cleaners	27¢ for Light Duty Cleaners, 39¢ for Interior Window Washers and Heavy Duty Cleaners

	<u>Apr. 13/86</u>	<u>Oct. 13/86</u>	<u>Oct. 13/87</u>
Light Duty Cleaner	\$6.78 (\$6.43)	\$6.78	\$7.05
Interior Window Washer	\$7.82 (\$7.82)	\$7.96	\$8.35

Hours of Work (Light Duty Cleaner): 5 (5 1/2) hours per day, 25 (27 1/2) hours per week.

#### FEDERAL ADMINISTRATION

National Research Council of Canada, Canada-wide - Research Council Employees' Association (Ind.) (technical category employees): An 18-month renewal agreement effective from March 14, 1986\* to September 13, 1987, with wages retroactive to July 15, 1985, covering 743 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

\* Previous agreement expired July 17, 1985.

Wages:	Effective	<u>July 15/85</u>	<u>Aug. 11/86</u>
	Increases	3.7%-6%	3.2%-3.3%
	<u>Annual Rates</u>		
	<u>Technical Officer Group</u>		
	Technical Officer 1	\$14,828-\$16,516 (\$14,299-\$15,927)	\$15,310-\$17,053
	Technical Officer 11	\$47,801-\$50,732 (\$46,095-\$48,922)	\$49,355-\$52,381
	<u>Development Officer Group</u>		
	Development Assistant 1	\$13,224-\$20,794 (\$12,752-\$20,052)	\$13,654-\$21,470
	Development Supervisor	\$35,464-\$38,658 (\$34,199-\$37,279)	\$36,617-\$39,914
	<u>Draftsman and Photographer Group</u>		
	Draftsman 1	\$16,437-\$20,115 (\$15,507-\$18,976)	\$16,971-\$20,769
	Draftsman 6	\$32,585-\$36,105 (\$30,741-\$34,061)	\$33,644-\$37,278
	Photographer 1	\$17,731-\$19,483 (\$17,098-\$18,788)	\$18,307-\$20,116
	Photographer 7	\$31,252-\$34,352 (\$30,137-\$33,126)	\$32,268-\$35,468

	<u>July 15/85</u>	<u>Aug. 11/86</u>
<u>Designer Group</u>		
Designer 1	\$31,341-\$34,362 (\$30,223-\$33,136)	\$32,360-\$35,479
Designer 4	\$45,066-\$49,265 (\$43,458-\$47,507)	\$46,531-\$50,866
Shift Premium:	0-40¢-50¢ (0-40¢-45¢).	
Standby Pay:	\$7 (\$6) for each 8 consecutive hours on a regular work day. Effective August 11, 1986, \$8, and \$14 (\$12) for standby on a scheduled day off or paid holiday.	
Acting Pay:	An employee classified in the Development Officer Category for a temporary period of at least 5 (10) consecutive days receives acting pay.	
Paid Vacation:	2 (3) weeks during first year of employment. Effective February 1, 1986, 6 weeks after 30 years (new).	
Meal Allowance:	\$4.75 (\$4.50) after 3 hours of overtime and \$3.75 (\$3.50) after 4 additional hours of overtime.	
Living Duty Allowance:	\$7.75 (\$7.50) per hour. Effective August 11, 1986, \$8.	
Living Allowance:	\$65 (\$60) per month. Effective August 11, 1986, \$70.	
<u>Treasury Board of Canada - Public Service Alliance (CLC) (auditing group):</u> A 12 1/2- month renewal agreement effective from April 3, 1986 to April 20, 1987, with wages retroactive to December 21, 1984, covering 1,271 Ontario employees, settled by arbitration. Duration of negotiations - 15 1/2 months.		
Wages:	<u>Effective</u>	<u>Dec. 21/84</u> <u>Feb. 21/86</u>
	General Increases	2.8%                      2.8%
<u>Annual Rates</u>		
AU-1	\$28,716-\$33,905 (\$27,934-\$32,982)	\$29,520-\$34,854
AU-3	\$41,098-\$45,908 (\$39,979-\$44,658)	\$42,249-\$47,193
AU-5	\$51,944-\$57,186 (\$50,529-\$55,628)	\$53,398-\$58,787
Paid Vacation:	Effective April 1, 1986, 4 weeks after 8 (10) years of service.	
Meal Allowance:	Effective April 1, 1986, \$4.75 (\$4) after 3 hours of overtime.	

LOCAL ADMINISTRATION

Metropolitan Board of Commissioners of Police at Toronto - Police Association (Ind.)  
(Unit A - clerical employees; Unit B - garage employees; Unit C - parking control officers, cadets and matrons): Three 12-month renewal agreements effective from January 1, 1986 to December 31, 1986, covering 1,520 employees, settled by arbitration. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/86</u>
	General Increase	5%
	<u>Annual Rates</u>	
	<u>Unit A</u>	
	Class 4 (includes Clerk Typist)	\$19,529-\$23,129 (\$18,599-\$22,028)
	Class 6 (includes Senior Computer Operator)	\$23,883-\$26,915 (\$22,746-\$25,633)
	Class 10 (includes Intermediate Analyst Programmer)	\$32,228-\$37,216 (\$30,694-\$35,444)
	<u>Unit B</u>	
	Labourer	\$25,257 (\$24,054)
	Motor Vehicle Mechanic	\$32,842 (\$31,278)
	Supervisor, Telecom and Electronics	\$40,319 (\$38,398)
	<u>Unit C</u>	
	Police Cadet	\$21,310-\$25,146 (\$20,295-\$23,949)
	Communications Operator	\$24,445-\$28,940 (\$23,281-\$27,562)
	Senior Communications Operator	\$31,842 (\$30,318)
	Maximum rates are reached after 3 annual increases.	
Shift Premium:	0-45¢-50¢ (0-40¢-45¢).	
Weekend Premium:	55¢ (50¢) per hour.	

standby Pay (new):	\$2 per hour.																											
Reporting Time (new) Unit C):	Employees required to report early will be paid for such time at regular rates. (Previously, a 15-minute early reporting period was unpaid.)																											
Health and Welfare:	<u>Continuation of Benefits (new)</u> - Employer pays premium costs for OHIP, Major Medical and Drug Plan for retirees aged 55 or more, who retire after January 1, 1986 and whose age plus years of service equal 90 or more, until age 65. Employer pays premium costs for OHIP, Semi-Private, Major Medical and Dental Plan for first 7 pay periods for employee on Long Term Disability Leave. Thereafter, the premium costs for OHIP and Major Medical.																											
Legal Indemnification (new):	Employer will pay legal fees for any employee charged in connection with duties.																											
<u>Ottawa City Board of Commissioners of Police - Police Association (Ind.):</u> A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 580 employees, settled by arbitration. Duration of negotiations - 11 months.																												
Wages:	<table><tr><td>Effective</td><td><u>Jan. 1/85</u></td><td><u>July 1/85</u></td></tr><tr><td>General Increases</td><td>3%</td><td>3%</td></tr><tr><td colspan="3"><u>Annual Rates</u></td></tr><tr><td>Constable</td><td>\$26,994.56</td><td>\$27,804.33</td></tr><tr><td>3rd Class</td><td>(\$26,208.27)</td><td></td></tr><tr><td>Constable</td><td>\$34,186.50</td><td>\$35,212.02</td></tr><tr><td>1st Class</td><td>(\$33,190.72)</td><td></td></tr><tr><td>Senior</td><td>\$45,211.03</td><td>\$46,567.08</td></tr><tr><td>Sergeant</td><td>(\$43,894.10)</td><td></td></tr></table>	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>	General Increases	3%	3%	<u>Annual Rates</u>			Constable	\$26,994.56	\$27,804.33	3rd Class	(\$26,208.27)		Constable	\$34,186.50	\$35,212.02	1st Class	(\$33,190.72)		Senior	\$45,211.03	\$46,567.08	Sergeant	(\$43,894.10)	
Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>																										
General Increases	3%	3%																										
<u>Annual Rates</u>																												
Constable	\$26,994.56	\$27,804.33																										
3rd Class	(\$26,208.27)																											
Constable	\$34,186.50	\$35,212.02																										
1st Class	(\$33,190.72)																											
Senior	\$45,211.03	\$46,567.08																										
Sergeant	(\$43,894.10)																											
Paid Vacation:	Effective December 31, 1985, 6 weeks after 24 (25) years of service.																											
Bereavement Leave:	Effective December 31, 1985, up to 4 days' paid leave upon death of son/daughter-in-law.																											
Health and Welfare:	<u>Major Medical and Semi-Private Hospitalization</u> - Effective December 1, 1985, employer pays \$4.58 (\$4) per month for single coverage and \$13.23 (\$12) per month for family coverage.  <u>Continuation of Benefits (new)</u> - Effective December 1, 1985, employer pays \$6 per month for single coverage and \$14 per month for family coverage towards premium costs of Major Medical and Semi-Private for employee who retires after January 1, 1985.																											



## CONSTRUCTION

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide - Local 787, Plumbers (AFL-CIO/CFL) (service employees): A  
36-month renewal agreement effective from January 28, 1986 to January 27, 1989, covering 800 employees\*, settled at the bargaining stage. Duration of negotiations - 4 months.

\* Includes 300 employees previously covered by the Ontario Appendix to the Maintenance and Service Contractors Association agreement.

Package:	Effective	Jan. 28/86	Jan. 28/87	Jan. 28/88
	Increases	66¢	98¢*	\$1.00*
	Journeyman Refrigeration Mechanic Zone 1 (includes Toronto)	\$25.52 (\$24.86)	\$26.50	\$27.50
	Journeyman Refrigeration Mechanic Zone 4 (north of Barrie)	\$23.66 (\$23.21)	\$24.64	\$25.64

Rates shown include holiday and vacation pay, and employer's contribution to the welfare benefit and pension funds.

\*Contingent upon tradesmen successfully completing a training incentive program comprised of 40 hours of classroom instruction or the equivalent. If not successfully completed, total package increases scheduled will be halved.

Welfare Fund: Effective January 28, 1987, 70¢ (55¢) per hour earned.  
Pension Fund: Effective January 28, 1987, \$1.20 (\$1) per hour earned.  
Training Fund: 8¢ (4¢) per hour worked. Effective January 28, 1987, 10¢.  
Safety Shoe and Uniform Allowances: Employer pays 100% (50%) of cost.

### Addendum

November 1985 Settlement

## SERVICES TO BUSINESS MANAGEMENT

Burns International Security Services Limited at Pearson International Airport, Terminals 1 and 2, Toronto - Local 2413, Machinists (AFL-CIO/CLC): A 19 1/2-month first agreement effective from September 11, 1985 to May 1, 1987, covering 296 employees, settled at the conciliation commissioner stage. Duration of negotiations - 11 months.

ages:	Effective	<u>Sept. 11/85</u>	<u>June 30/86</u>
	Increases	45¢-80¢ to top rate	20¢
	Security Employee	\$4.25-\$4.65	\$4.45-\$4.85
	(Terminal 1 Employee)	(\$4.20)	
	(Terminal 2 Employee)	(\$3.85)	
	Maximum rate is reached after 6 months.		
Hours of Work:	8 hours per day and 40 hours per week for full-time employees. 28 hours or less per week for part-time employees.		
Overtime Pay:	One and one-half times the regular rate after 8 hours per day and 40 hours per week.		
Premium Pay:	3 hours' pay for Terminal 1 employees with more than 6 consecutive months of service working 40 or more hours per week, pro-rated for less than 40 hours per week. Effective July 7, 1986, provision deleted.		
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day are recognized for a total of 9 days.		
Paid Vacation:	3 weeks after 6 years of service.		
Bereavement leave:	3 days' paid leave upon death of spouse, parent, child, brother, sister, and father/mother-in-law for eligible employees.		
Health and Welfare:	<u>Life Insurance</u> - Employer contributes \$1.50 per week for full-time employee and \$1.13 per week for part-time employee.		



Lacking Feb. 1986





CA20N

L

- C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
MARCH 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER



## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	59
March 1986 Settlements	
Food and Beverage .....	62
Rubber and Plastics Products .....	66
Clothing .....	68
Printing, Publishing and Allied .....	70
Primary Metal .....	72
Metal Fabricating .....	73
Machinery .....	74
Electrical Products .....	75
Non-Metallic Mineral Products .....	76
Petroleum and Coal Products .....	77
Chemical and Chemical Products .....	78
Transportation .....	80
Communication .....	85
Education and Related Services .....	87
Health and Welfare Services .....	90
Amusement and Recreation Services .....	92
Personal Services .....	93
Federal Administration .....	94
Provincial Administration .....	94
Local Administration .....	96
Addenda	
November 1985 Settlement .....	98
February 1986 Settlements .....	99





## Highlights

### Meatpackers

Canada Packers Inc. and the Food and Commercial Workers concluded a two-year renewal agreement in March covering 1,400 employees at the Toronto meat processing plant. The new agreement provided a general wage increase of 51 cents per hour effective April 1, 1986 and 52 cents a year later.

The major changes in benefit provisions included improvements in life insurance coverage, long term disability benefits, pensions, retirement benefits and dental coverage, and conversion of separation allowances into enhanced pensions for eligible employees affected by plant closures.

### Tiremakers

Firestone Canada Inc. in Hamilton and the United Rubberworkers (URW) was the first of the 7 major tire and rubber agreements involving 6,000 employees and expiring in 1986 to settle. The agreement ending a 10-day strike was approved on March 9. It gave the 1,100 Hamilton workers general wage increases totalling 43 cents per hour over 3 years, comprised of 25 cents on February 26, 1986 and 10 cents and 8 cents in each of the subsequent two years. Daywork and measured daywork employees, who comprise about 70 percent of the plant workforce, received in the first year an additional 9 cents per hour. The existing \$4.77 COLA continued as a float and the COLA provision remained unchanged. Improvements were made in shift premiums, vacation pay, insured health benefits, pensions, the meal allowance and the supplemental unemployment benefit plan. Other changes were made in rules relating to incentives for tire builders, recall of laid-off workers and cross-utilization of skilled trades in exchange for a multi-skill premium of 20 cents per hour for tradesmen who will acquire and use new skills.

A similar renewal agreement was ratified on March 23 by 1,300 URW members at the New Toronto plant and two warehouses of Goodyear Canada Inc. The three-year contract increased hourly rates by 39 cents on February 20, 1986, and by 10 cents and 8 cents on the second and third anniversary dates, respectively. The first year increase included a general increase of 28 cents plus a "silent" COLA fold-in of 11 cents. Skilled trades also received adjustments of 10 cents and 5 cents per hour in each of the first two years. Other changes closely matched those included in the Hamilton settlement.

### Printing Crafts

Two sets of joint negotiations between the Council of Printing Industries of Canada (CPI) and the Graphic Communications International Union (GCIU) produced similar settlements affecting 1,800 craftsmen in Ontario.

The inter-provincial contract, known as the Eastern Canada Master agreement, affected 1,210 lithographers and photoengravers in Ontario employed at 23 of the 38 printing companies represented by the CPI. The new two-year agreement included a general wage increase of 4.5 percent retroactive to January 1, 1986, and 5 percent in the second year. Special adjustments ranging from 10 to 25 cents per hour were provided for certain feeders and operators. Major benefit changes included improvements to vacation and bereavement leaves, insurance benefits, the healthcare program, benefit coverage for laid-off employees, employer pension contributions and to the funding level of the Supplemental Unemployment Benefit plan (SUB). A new vision care coverage was added, and dental coverage was extended to retirees.

The new terms of the Bindery Master Agreement, covering 600 members of GCIU at 16 Toronto-area companies, included economic improvements in wages resembling the Photo/Litho settlement, and changes in the healthcare, SUB and retirement plans designed to produce full parity for the two groups.

### **Oil Refineries and Petrochemicals**

A national settlement pattern for the 1986 petroleum industry contracts was established by the Energy and Chemical Workers Union (ECWU) at Petro-Canada Inc. in mid-February. The new terms offered a two-year agreement with a general increase in wages and shift premiums of 4 percent in the first year and 3 percent plus a lump sum payment in the second year. Local issues remained to be negotiated at the individual plant level. Settlements were concluded in March at four major Ontario companies.

In the oil refinery sector, the first settlement was ratified by 650 employees in 6 ECWU units at Petro-Canada operations in the Toronto area on March 18. In addition to the uniform wage increases, each employee at the Clarkson and Trafalgar Refineries and the Toronto Blending and Packaging Plant was provided with a \$500 lump sum payment on February 1, 1987. Employees at the Mississauga Warehouse and North York and Trafalgar Terminals received two lump sums of \$700 each, payable in February and August 1987. At the Sarnia Refinery of Shell Canada Products, 213 ECWU members ratified a similar agreement providing a 4 percent increase effective February 1, 1986 and 3 percent plus a \$500 lump sum a year later.

Comparable agreements were signed in the petrochemical sector. At Fiberglas Canada, the two-year contract provided the 440 plant employees with monetary terms identical to those at Shell. Improvements were made in a number of insured benefits and the dental plan. At Polysar Ltd., in addition to similar wage and benefit increases, 1,450 ECWU members will receive in February 1987 a \$600 bonus, instead of a lump sum payment, if the company's 1986 net profits reach \$5 million. Monthly pension and retirement benefits were improved.

### **Nursing Homes**

Two sets of central negotiations involving a combined total of 3,200 members of the Service Employees International Union at various nursing homes across the province, were resolved through arbitration.

A 24 1/2-month central award issued March 18, 1986 granted a retroactive wage increase of 4 percent for the initial 12 1/2-month period and a wage/benefit reopener on January 1, 1987 to the 2,450 full-time and part-time service employees at nursing homes operated by Extendicare and three other companies. The benefits awarded included an extension of dental care, introduction of a Hearing Aid plan with a lifetime benefit of \$300; and pro-rating of benefits on the basis of hours worked for part-time employees.

The second award applied to 720 full-time and part-time service staff at Bethany Lodge and 9 other London-area nursing homes. The award provided wage increases of 5 percent dated back to April 1, 1984, 5 percent in April, 1985, 2 percent on October 1, 1985 and a shift premium of 33 cents per hour. Benefit changes included improved vacation and bereavement leaves, provision for vision care and hearing aids, a new education allowance, and payment of 10 percent of wages earned in lieu of fringe benefits for part-time employees.

Index to Settlements Reported, March 1986

Employer and Location	Union	Page
Amcan Castings Ltd., Hamilton	United Steelworkers (AFL-CIO/CLC)	72
Association of Canadian Film and Television Producers (ACFTP), Canadian Film and Television Association (CFTA) and National Film Board of Canada (NFB), Canada-wide	Cdn. TV and Radio Artists (ACTRA) (CLC)	92
Bata Industries Limited, Bata Engineering Div., Batawa	Machinists (AFL-CIO/CLC)	74
Bethany Lodge and 9 other nursing homes, London and district	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	91
Canada Packers Inc., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	62
Canada Post Corp., system-wide	Public Service Alliance (CLC)	85
Canadian National Railway, system-wide	Associated Railway Unions (AFL-CIO/CLC and CFL), comprising 6 shop-craft unions	80
Canadian Pacific Limited; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway, and Esquimalt and Nanaimo Railway, system-wide	Associated Railway Unions (AFL-CIO/CLC and CFL), comprising 6 shop-craft unions	80
Cara Operations Limited, Airline Services Div., Mississauga	Hotel Employees (AFL-CIO/CLC)	93
CCL Industries Inc., Continental Can Canada Inc. subsidiaries, Toronto and Trenton, Ont., and centres in B.C., and Que.	United Steelworkers (AFL-CIO/CLC) (hourly rated and salaried empls.)	73
Council of Printing Industries of Canada, Hamilton, London, Ottawa, and Toronto, Ont. and Montreal, Que.	Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers)	70
Council of Printing Industries of Canada, Toronto and district	Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	71
Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Bestview Holdings Ltd., Diversicare Inc., Tendercare Nursing Homes Ltd., and Villacentres Management Ltd., various centres in Ontario	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	92

Index to Settlements Reported, March 1986

Employer and Location	Union	Page
Federal Pioneer Ltd., Toronto	Communications-Electrical Workers (CLC)	75
Fiberglas Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	76
Firestone Canada Inc., Hamilton	Rubber Workers (AFL-CIO/CLC)	66
Frontenac County Board of Education, Kingston	Ont. Secondary School Teachers' Fed. (Ind.)	87
Goodyear Canada Inc., New Toronto Factory and Central Distribution Warehouse and Bramshott Warehouse, Toronto	Rubber Workers (AFL-CIO/CLC) (produc- tion, maintenance and warehouse empls.)	67
Great Northern Apparel Inc., Stoney Creek	Clothing and Textile Workers (AFL- CIO/CLC)	68
John Rennie Limited, Guelph	Clothing and Textile Workers (AFL-CIO/ CLC)	69
Kelsey-Hayes Canada Ltd., Windsor Div., Windsor	Auto Workers (CLC)	99
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont., Calgary, Alta. and Winnipeg, Man.	Food and Commercial Workers (AFL-CIO/ CLC)	64
Motor Transport Industrial Relations Bureau of Ontario Inc., Tank Truck Div., Ont. and Que.	Teamsters (Ind.) (drivers and mainte- nance empls.)	83
Ottawa City Corp.	CUPE (CLC) (part-time recreation branch empls.)	96
Petro-Canada Products Inc., Toronto Mississauga, and Oakville, Ont. and other centres across Canada	Energy and Chemical Workers (CLC)	77
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	78
Quaker Oats Company of Canada Limited, Pet Food Div., Trenton	Employees' Assn. (Ind.)	63
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	87
Shell Canada Limited, Sarnia Refinery, Corunna	Energy and Chemical Workers (CLC)	78



Index to Settlements Reported, March 1986

Employer and Location	Union	Page
Toronto City Board of Education	Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO and CFL)	88
Treasury Board of Canada	Public Service Alliance (CLC) (financial administration group)	94
University Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	90
University of Ottawa	University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	89
IA Rail Canada Inc., system-wide	Railway, Transport and General Workers (CLC) (on-train employees)	82
Albar of Canada Inc., Mississauga	United Steelworkers (AFL-CIO/CLC)	98
Eston Bakeries Ltd., Kitchener	Retail, Wholesale Employees (AFL-CIO/CLC) (production empls.)	64
Windsor City Corp.	CUPE (CLC) (inside empls.)	97
Windsor Plastics Products Ltd., Windsor	Auto Workers (CLC)	101
Windsor Western Hospital Centre Inc., Riverview Unit; St. Joseph Religious Hospitallers of Hotel Dieu; Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	102
Windsor Western Hospital Centre Inc., I.O.D.E. Unit	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	103
Workers' Compensation Board, province-wide	CUPE (CLC)	94

FOOD AND BEVERAGE

Canada Packers Inc. at Toronto - Local 114P, Food and Commercial Workers (AFL-CIO/CLC): A 21-month renewal agreement effective from June 30, 1986 to March 31, 1988, with wages retroactive to April 1, 1986, covering 1,400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	51¢	52¢
	Labourer	\$12.50 (\$11.99)	\$13.02
	Millwright	\$15.38 (\$14.87)	\$15.90

Start Rate - \$9.37 (\$8.99), equal to 75% of base rate (unchanged). Effective April 1, 1987, \$9.77.

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$15,000). Effective April 1, 1987, \$25,000.

Long Term Disability - Benefit is \$1,100 (\$1,000) per month, including CPP benefit.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Effective April 1, 1987, maximum annual claim is \$1,000 (\$500). Coverage includes crowns and bridges, with 50%-50% co-insurance (new).

Pension Plan: Non-Contributory Plan - Basic Benefit - Effective July 1, 1986, \$9.90 (\$9.40) per month per year of service. Effective July 1, 1987, \$10.40.

Contributory Plan - Benefit Component Based on Years of Service - Effective July 1, 1986, \$7.60 (\$7.20) per month per year of service between 1948 and 1958; \$5.10 per month per year of service between 1958 and 1978 (previously, \$4.70 between 1958 and 1975 and \$1 between 1975 and 1978). Effective July 1, 1987, \$8 and \$5.50 respectively.

Special Early Retirement Benefit (new) - Employees aged 61 or over with 10 years of service who elect early retirement on July 1, 1986 or October 1, 1986, receive \$500 per month to age 65.

Safety Shoe Allowance: Effective April 1, 1987, maximum \$30 (\$25) per year.

Severance Pay: Supplemental Separation Allowance - In lieu of separation pay, \$1,070 to \$3,340, depending on years of service, added to annual pension of eligible employees entitled to unreduced pension, payable for 5 years (new).

Waker Oats Company of Canada Limited, Pet Food Division at Trenton - Employees' Assn. (Ind.): A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

ages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	60¢	55¢
	Additional Adjustment	42¢ for Maintenance classifications	
	Grade I (Crate Handler/ Loader)	\$11.82 (\$11.22)	\$12.37
	Maintenance Grade 3	\$13.94 (\$12.92)	\$14.49

Gift Premium: 0-35¢-42¢ (0-30¢-35¢).

Paid Vacation: 4 weeks after 10 (11) years of service.

Health and Life Insurance (new): Employer pays 100% of premium costs for  
elfare: \$25,000 benefit.

Dependent Life Insurance - Benefit is \$5,000 (\$3,000) for spouse and \$2,000 (\$1,000) for each dependent.

Vision Care (new): Employer pays 50% of charges to a maximum claim of \$50 every 24 months, \$200 per lifetime for prescribed contact lenses, and \$150 per lifetime for visual training and remedial therapy.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Non-Contributory Plan - \$20 (\$16) per month per year of service to a maximum of 40 (35) years. (Previously, a contributory plan).

Vesting - After 5 (10) years of service.

Safety Shoe Effective January 1, 1987, maximum \$70 (\$60) per year.  
Allowance:

Pool Allowance: \$110 (\$100) per year.

Maple Leaf Mills Ltd. at Toronto and Port Colborne, Ontario, Calgary, Alberta and Winnipeg, Manitoba - Various Locals, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1985 to November 30, 1987, covering 438 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Dec. 1/85	Dec. 1/86
	General Increases	5%	4%
	<u>Port Colborne</u>		
	General Help	\$13.51 (\$12.87)	\$14.05
	Packing Crew	\$13.82 (\$13.17)	\$14.37
	Electrician A	\$15.48 (\$14.74)	\$16.10

Shift Premium: 0-50¢-80¢ (0-45¢-75¢). Effective December 1, 1986, 0-55¢-85¢.

Health and Welfare: Life Insurance and A. D. & D. - Effective April 1, 1986, benefit is \$19,000 (\$18,000). Effective December 1, 1986, \$20,000.

Weekly Indemnity - Effective April 1, 1986, benefit is \$340 (\$325) per week. Effective December 1, 1986, \$355.

Long Term Disability - Benefit is 60% (55%) of basic earnings to a maximum of \$1,750 (\$1,500) per month. Minimum of \$1,100 (\$1,000) per month guaranteed for those already on Long Term Disability. Effective December 1, 1986, maximum \$2,000 per month.

Dental Plan - Effective April 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective December 1, 1986, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1985, \$9 (\$7) per month per year of service. Effective December 1, 1986, \$10.

Weston Bakeries Limited at Kitchener - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC) (production employees): A 20-month renewal agreement effective from March 14, 1986\* to November 15, 1987, covering 275 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

\* Previous agreement expired November 15, 1985.

Wages:	Effective	Mar. 14/86	Nov. 16/86
	General Increases	50¢	50¢
	Additional Adjustment	31¢ for Transport Drivers	

	<u>Mar. 14/86</u>	<u>Nov. 16/86</u>
General Help - Light	\$11.37 (\$10.87)	\$11.87
Bakery Worker	\$11.90 (\$11.40)	\$12.40
Licensed Mechanic	\$13.42 (\$12.92)	\$13.92

Start Rate - 10% below job rate progressing at 5% increments every 6 months to job rate, except Transport Driver who progresses at 3-month increments. (Maximum 20¢ below job rate, progressing at 10¢ increments every 30 days of work to job rate, except Transport Driver, who started at a maximum 30¢ below job rate for 45 days of work.)

Lump Sum Payment (Transport Drivers): 50¢ per hour from November 16, 1985 to March 14, 1986.

Hours of Work (Transport Driver): 8 (8.20) hours per day and 40 (41) hours per week.

Reporting Pay (new): Minimum 4 hours work or 4 hours' pay at regular straight time hourly rate when insufficient notice is given not to report to work.

Call-Back Pay (new): 4 hours' pay at regular straight time hourly rate. When call-back is less than 2 hours before employee's scheduled starting time, the regular straight time hourly rate will be paid for those hours immediately preceding the starting time.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1/1/4/26 (1/4/26) basis.

Long Term Disability Plan (new) - Effective December 1, 1986, employer pays 100% of premium costs, with plan cost not to exceed 5¢ per straight time hour worked by full-time employee.

Dental Plan - Effective March 17, 1986, coverage is based on the 1984 (1981) Ontario Dental Association fee schedule. Effective November 1, 1986, Blue Cross #9 (#7), with coverage based on the 1985 O.D.A. fee schedule.

Vision Care - Effective March 1, 1986, \$100 maximum claim every 2 years per person is extended to include employee's dependents (new).

Safety Shoe Allowance (new): \$50 per year.



# RUBBER AND PLASTICS PRODUCTS

Firestone Canada Inc. at Hamilton - Local 113, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 26, 1986 to February 25, 1989, covering 1,100 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 26/86	Feb. 26/87	Feb. 26/88
	General Increases	25¢	10¢	8¢
	Additional Adjustments	9¢ for day-worker and measured daywork		
	Job Grade 3 (Utility and Service)	\$7.43 (\$7.09)	\$7.53	\$7.61
	Journeyman Electrician	\$9.82 (\$9.57)	\$9.92	\$10.00

Cost of Living Allowance: \$4.77 COLA generated under previous agreements continues to float.

1¢ per 0.26 point increase in the Consumer Price Index - 1971=100, using the average CPI for December 1985 to February 1986 as the base. 11 quarterly adjustments, with a diversion to fund improvement in the Dental Plan. (Basic formula is unchanged. Previously, diversion to fund Dental Plan and Early Retirement benefits.)

Multi-Skill Premium (new): Skilled trade employee who learns and uses new skills receives 20¢ per hour for each skill acquired.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Vacation Pay: Minimum \$275 (\$250) per week.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$21,000).

Life Insurance for Retirees - Benefit is \$8,000 (\$7,500).

Weekly Indemnity - Maximum benefit is \$297 (\$231) per week.

Vision Care - Maximum claim is \$120 (\$100) every 2 years.

Hearing Aid - Maximum claim is \$500 (\$300) once every 5 years.

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

Survivor Transition and Bridging Benefits - \$250-\$400 (\$150-\$300) per month and \$9,600 (\$7,200) in total, after deduction for any statutory benefits.

Pension Plan: Basic Benefit - \$20 (\$17.25) per month per year of service.

Supplemental Benefit - Type A, \$12.50 (\$11.75) per month per year of service to a maximum of 30 years.

Vesting Payment - Monthly payment of former employee's deferred vested interest in the pension plan is \$20 (\$17.25) per year of credited service.

Supplemental  
Unemployment  
Benefit Plan:

Employer Contribution - 9¢-19¢ (7¢-17¢) depending on funding level.

Meal Allowance: \$3.50 (\$3) after 4 hours of overtime.

Goodyear Canada Inc., New Toronto Factory, Central Distribution Warehouse and Bramshott Warehouse at Toronto - Local 232, Rubber Workers (AFL-CIO/CLC) (production, maintenance and warehouse employees):  
A 36-month renewal agreement effective from February 20, 1986 to February 19, 1989, covering 1,300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 20/86	Feb. 20/87	Feb. 20/88
Silent Cola Fold-in		11¢		
General Increase		28¢	10¢	8¢
Skilled Trades Adjustment		10¢	5¢	
Office & Factory Cleaning		\$10.85 (\$10.46)	\$10.95	\$11.03
Electrician		\$13.91 (\$13.42)	\$14.06	\$14.14

Cost of Living Allowance: \$1.20 COLA generated under the previous agreement continues to float.

1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, using the average index for December 1985 to February 1986 as the base. 11 quarterly adjustments, with 3¢ diversion from the first adjustment to fund improvement in the Dental Plan. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Health and  
Welfare:

Life Insurance and A. D. & D. - Benefit is \$25,000 (\$21,000).

Life Insurance for Retirees - Benefit is \$8,000 (\$7,500).

Weekly Indemnity - Maximum benefit is \$297 (\$231) per week.

Vision Care - Maximum claim is \$120 (\$100) every 2 years.

Hearing Aid - Maximum claim is \$500 (\$300) every 5 calendar years.

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

Survivor Transition and Bridging Benefits - \$250-\$400 (\$150-\$300) per month and \$9,600 (\$7,200) in total, after deduction for any statutory benefits.

Pension Plan: Basic Benefit - \$20 (\$17.25) per month per year of service.  
Supplemental Benefit - Type A, \$12.50 (\$11.75) per month per year of service to a maximum of 30 years.

Supplemental Unemployment Benefit Plan: Employer Contribution - 9¢-19¢ (7¢-17¢) per hour, depending on funding level.

## CLOTHING

Great Northern Apparel Inc. at Stoney Creek - Local 2307, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 9, 1986 to March 9, 1989, covering 341 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 9/86	Mar. 9/87	Mar. 9/88
General Increases		25¢	25¢	25¢
Group D (new) (includes General Time Worker/Repair)		\$5.95-\$6.25	\$6.20-\$6.50	\$6.45-\$6.75
Group A (includes Forklift Operator)		\$6.90-\$7.30 (\$6.65-\$7.05)	\$7.15-\$7.55	\$7.40-\$7.80

Maximum rates are reached after 9 months in 2 increases.

Overtime Pay: Double time (time and one-half) for work on Saturday after 10 hours of overtime between Monday and Friday.

Paid Vacation: Effective March 9, 1987, 4 weeks after 12 years of service (new).

Bereavement Leave: 3 days' paid leave upon death of grandchild and commonlaw spouse (new) and 3 (1) days' paid leave upon death of brother/sister-in-law.

Health and Welfare: Life Insurance - Benefit is \$6,000 (\$5,000). Effective March 9, 1987, \$7,500.

OHIP - Effective March 9, 1987, employer and employee to share equally any increase in premium costs. (Currently, employer paid.)

Weekly Indemnity - Benefit is \$100 (\$90) per week. Effective March 9, 1987, \$120. Effective March 9, 1988, 60% of regular earnings to the UIC maximum.

Supplemental Health Care Programme, including Drug and Weekly Sickness and Accident Plan - Effective March 9, 1987, employer and employee to share equally any increase in premium costs, with the maximum employee share \$6 per month. (Currently, employer paid.) Drug plan co-insurance factor eliminated. (Previously, 80%-20% co-insurance.)

Prescription Safety Glasses - Coverage is extended to include frames once every 24 months. (Previously, only lenses were covered.)

Retraining Allowance (Incentive Workers) (new): Employee receives regular rate of pay for 3 weeks while being retrained due to technological change, then is paid for a maximum of 120 hours at a declining percentage of quarterly average wage rate.

Safety Shoe Allowance (new): Employer pays 80% of the cost of one pair of safety shoes every 2 years, to a maximum of \$80.

John Rennie Limited at Guelph - Local 740, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 324 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	Increases	4.89%-5.02%	3.53%-3.65%

Hourly Rates

Bundle Operator	\$4.86-\$5.62 (\$4.65-\$5.36)	\$5.08-\$5.85
-----------------	----------------------------------	---------------

Marker - Experienced	\$6.77-\$8.71 (\$6.48-\$8.30)	\$7.07-\$9.06
----------------------	----------------------------------	---------------

Maximum rate for Bundle Operator is reached after 15 months and for Marker-Experienced after 24 months.

Bereavement Leave: Up to 3 days' paid leave upon death of commonlaw spouse (new).

Paid Vacation: 4 weeks after 13 (15) years of service and 5 weeks after 23 (25) years. Effective January 1, 1987, 5 weeks after 22 years.

Health and Welfare: Life Insurance - Benefit is \$5,000 (\$4,000).

OHIP - Employer pays 100% (75%) of premium costs.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Hamilton, London, Ottawa, and Toronto, Ontario and Montreal, Quebec - Various Locals, Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 1,209 Ontario employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/86	Jan. 1/87
	General Increases	4.5%	5%
	Additional adjustments for operators of 2, 4, 5 and 6-colour presses over 1032 mm to 1068 mm	25¢ for 1st pressman, 15¢ for 2nd pressman and 10¢ for Feeder	
	Floor Helper (after 6 months)	\$9.79 (\$9.37)	\$10.28
	Platemaker (non-trade platemaking shop) (key industry rate)	\$19.81 (\$18.96)	\$20.80
	Journeyman Pressman (4 colour press over 1610 mm)	\$23.09 (\$22.10)	\$24.24
	<u>Photoengraver</u> <u>Toronto and Hamilton</u> <u>Minimum Weekly Rates</u> <u>(35 hours per week)</u>		
	Journeyman - Day Shift*	\$710.35 (\$679.76)	\$745.87
	*Journeyman working on the night shift work 32 1/2 hours per week and receive an additional 12% (unchanged) of the Day Shift minimum weekly rate.		
Paid Vacation:	Effective January 1, 1987, 5 weeks after 15 (17) years of service.		
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of child.		
Health and Welfare:	Benefit Fund - Employer Contribution - Effective January 1, 1987, \$129.40 (\$118.75) per month per employee.		
	<u>Life Insurance and A. D. &amp; D. - Benefit is \$25,000 (\$20,000).</u>		
	<u>Weekly Indemnity</u> - Maximum benefit is \$400 (\$350). Effective January 1, 1987, \$450.		



Vision Care (new) - Maximum claim is \$100 every 2 years.

Dental Plan - Retirees are now covered by the plan (new).

Continuation of Benefits - 30 (20) weeks of benefit coverage for laid-off employees.

Pension Plan: Employer Contribution - Effective January 1, 1987, \$15 (\$11.50) per week per employee.

Supplemental Unemployment Benefit Plan: Employer Contribution - Maximum funding level is \$400 (\$300) per employee.

Education Training Program: Employer Contribution - \$3.15 (\$3) per lithography and photoengraving employee per week. Effective January 1, 1987, \$3.30.

Council of Printing Industries of Canada, Toronto and district - Local 500M, Graphic Communications Union (AFL-CIO/CLC) (bookbinders): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 600 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/86	Jan. 1/87
	General Increases*	4.5%	5%
	Day Rates**		
	Journey II	\$11.55 (\$11.05)	\$12.13
	Journey I	\$16.49 (\$15.78)	\$17.31

\*No increase on Student rate (\$5.25) for the term of this agreement.

\*\*Journey I and II working on the night shift receive an additional 15% of the day shift rates to a maximum of \$1 per hour (unchanged).

Paid Vacation: Effective January 1, 1987, 5 weeks after 17 (19) years of service.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of spouse or child.

Health and Welfare: Benefit Fund - Employer Contribution - Effective January 1, 1987, \$22.23 (\$20.03) per week per employee towards premium costs of all insured benefits exclusive of dental premiums.

Dental Plan - Employer Contribution - Effective January 1, 1987, \$7.63 (\$6.15) per week towards premium costs per full-time employee. Part-time employee receives \$1.53 (\$1.48) for each shift worked in lieu of dental plan coverage.

Pension Plan: Employer Contribution - \$1 (75¢) per shift. Effective January 1, 1987, \$1.25.

# PRIMARY METAL

Amcan Castings Ltd. at Hamilton - Local 4153, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 18, 1985 to October 18, 1987, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Oct. 18/85</u>	<u>Oct. 18/86</u>
	COLA Fold-in	56¢	
	General Increases	40¢	40¢
	Receiving Inspector	\$9.28 (\$8.32)	\$9.68
	Die Maker Leader	\$14.98 (\$14.02)	\$15.38

Cost of Living Allowance: 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, using the October 1982 index as the base. Adjusted monthly. (Basic formula is unchanged.) To be folded in on October 17, 1987.

Shift Premium: 0-27¢-32¢ (0-25¢-30¢).

Paid Vacation: 4 weeks after 13 (15) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$16,000 (\$14,000). Effective October 18, 1986, \$18,000.

Life Insurance and A. D. & D. for Retirees - Benefit is \$5,000 (\$4,000).

OHIP - Employer pays 100% of premium costs for the spouse of a deceased pensioner until the age of 65 (new).

Drug Plan - Deductible eliminated. (Previously, \$10 deductible for single coverage and \$20 for family coverage.)

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service.

Current Retirees - Benefits increase by 35% (25%) of any negotiated pension increase.

Bridging Supplement - \$6 (\$5) per month per year of service since October 1984 for employees retiring early with 30 or more years of credited service.

Special Early Retirement Supplement (new) - \$100 per month for employee with 30 or more years of service who elects to retire between October 18, 1985 and October 18, 1987, payable to age 65.

Safety Shoe Allowance (new): \$30 per calendar year.

Prescription Safety Glasses (new): \$75 once every 2 calendar years.

Technological Change (new): Employer will make available to qualified employees a training plan to upgrade their skills to the level required by the introduction of any technological changes.

# METAL FABRICATING

CCL Industries Inc., Continental Can Canada Inc. subsidiary at New Toronto, Toronto and Trenton, Ontario and at centres in British Columbia, Manitoba and Quebec - Various Locals, United Steelworkers (AFL-CIO/CLC) (hourly rated and salaried employees): A 36-month renewal agreement effective from February 17, 1986 to February 19, 1989, covering 920 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Feb. 17/86</u>	<u>Feb. 17/87</u>	<u>Feb. 17/88</u>
COLA Fold-in		25¢*		
General Increases			15¢	15¢
Job Class 7 (includes Operator)	\$13.26 (\$13.01)		\$13.41	\$13.56
Job Class 21 (includes Electronic Technician)	\$15.23 (\$14.98)		\$15.38	\$15.53

\*Actually folded in February 15, 1986.

Previous wage rates reflect 38¢ COLA folded into wages during the previous agreement.

Start Rates (new) - All production and maintainance employees hired at Job Class 17 and below receive 20% less than the job rate for the first year, and 10% less for the second year.

Lump Sum Payment: \$600 per eligible employee.

Cost of Living Allowance: 1¢ per 0.295 (0.3) point change in the U.S. Consumer Price Index, revised CPI-W - 1967=100, using the December 1985 index as the base. Adjusted quarterly. Folded in annually. Salaried employees receive commensurate adjustments. (Basic formula is unchanged).

Continuous Operations Bonus (new): \$10 for each week worked. Effective February 17, 1987, \$15. Effective February 17, 1988, \$20.

Instructor Pay: 3 (2) job classes above the job rate of the person being trained.

Paid Vacation: 3 weeks after 5 (10) years of service.

Employees not eligible for Expanded Employment Programme (EEP) receive 3 weeks after 5 (10) years of service, 4 weeks after 13 (17) years and 5 weeks after 23 (25) years.

Health and Welfare: Weekly Indemnity - Effective March 1, 1986, benefit is \$265-\$324 (\$235-\$294) per week depending on job class. Effective March 1, 1987, \$285-\$344.

Major Medical - Maximum claim for out-of-country medical services is \$30,000 per disability, and for private duty nursing is \$10,000 per disability. (Previously, no maximums.)

Survivor Health Insurance - 2 years (8 months) of retiree coverage for the spouse of an employee with 10 years of service, who died and was not eligible for the lifetime coverage.

Pension Plan: Vesting - After 2 years of plan membership. (Previously, after 10 years of service.)

Basic benefit - Effective March 1, 1986, for retirements on or after March 1, 1984, \$19.50-\$23.50 (\$17.50-\$21.50) per month per year of service depending on job class. Effective March 1, 1987, \$20.50-\$24.50. Effective March 1, 1988, \$21-\$25.

Bridging Benefit (new) - Eligible employee retiring after March 1, 1986, receives \$13.50 per month per year of service to a maximum of 30 years. Benefit is subject to a maximum monthly payment based on the CPP and years of service.

Joint and Survivor Benefit - 60% (50%) of earned pension benefits, reduced by the amount payable under the Survivor Insurance Benefit (SIB) subject to Provincial Law.

Lump Sum Death Benefit (new) - Surviving spouse of employee with at least 2 years of plan membership, but who was not yet eligible for early retirement, receives a lump sum payment equal to the commuted value of the pension earned after January 1, 1987. Applicable life insurance benefit reduced by this amount.

Supplemental Unemployment Benefit Plan: 1 credit unit is cancelled for each weekly benefit paid, or 1/2 credit cancelled if a weekly benefit is reduced because of other compensation not paid by the employer (unchanged), provided the compensation received exceeds 40% of the weekly benefit (new).

## MACHINERY

Bata Industries Limited, Bata Engineering Division at Batawa and Trenton - Local 1788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 15, 1986 to March 14, 1988, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 15/86</u>	<u>Mar. 15/87</u>
	General Increases	40¢	45¢
	Group 15 (Helper)	\$8.91-\$9.37 (\$8.51-\$8.97)	\$9.36-\$9.82
	Group 1 (includes Toolmaker A)	\$12.78-\$13.59 (\$12.38-\$13.19)	\$13.23-\$14.04
Maximum rate for Helper is reached after one 6-month increase and for Toolmaker A after three 6-month increases.			
Shift Premium:	0-45¢-60¢ (0-35¢-50¢).		
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$25,000 (\$20,000). Effective March 15, 1987, \$30,000.		
	Dental Plan (new) - Employer pays 25% of premium costs for a plan providing basic services with 80%-20% co-insurance, and providing certain orthodontic services with 50%-50% co-insurance. Effective March 15, 1987, employer pays 50% of premium costs.		
Pension Plan:	Basic Benefit - \$15 (\$12) per month per year of future service.		
Prescription Safety Glasses:	\$50 (\$40) per year.		
Safety Shoe Allowance:	\$60 (\$55) per year. Effective March 15, 1987, \$65.		

# ELECTRICAL PRODUCTS

Federal Pioneer Limited at Toronto - Local 521, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from November 1, 1985 to October 31, 1987, covering 450 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Mar. 25/86</u>	<u>Nov. 1/86</u>
	General Increases	4%		4%
	Additional Adjustment		some re- classifi- cations	
	Labour Grade 2 (includes Inspection Assembler)	\$10.29-\$10.55 (\$9.89-\$10.14)	\$10.29-\$10.55	\$10.70-\$10.97
	Labour Grade 17 (includes Plant Electrician I)	\$15.54-\$15.81 (\$14.94-\$15.20)	\$15.54-\$15.81	\$16.16-\$16.44

Maximum rates are reached after two 3-month and one 6-month increases.



Cost of Living Allowance:	1¢ per 0.4 point increase in the Consumer Price Index - 1971=100, using the October 1986 index as the base. Triggers at 4% annually. Adjusted monthly. (Basic formula is unchanged. Formula did not trigger.)
Shift Premium:	Effective March 26, 1986, 0-40¢-40¢ (0-38¢-38¢).
Bereavement Leave:	Effective March 26, 1986, 3 (2) days' paid leave upon death of grandparent and 3 days' paid leave upon death of grandchild (new).
Health and Welfare:	Life Insurance and A. D. & D. - Effective March 25, 1986, benefit is \$15,000 (\$14,000). Effective November 1, 1986, \$16,000.  Weekly Indemnity - Effective November 1, 1986, benefit is payable on a 1-7-26 (1-4-26) basis.  OHIP - Effective April 1, 1986, employer pays 100% (75%) of premium costs.
Pension Plan:	Employer Contribution - Effective April 1, 1986, 24¢ (22¢) per hour worked. Effective November 1, 1986, 26¢.
Meal Allowance (new):	Effective March 26, 1986, \$5 for employee required to work more than 2 hours overtime without 24 hours advance notice.
Safety Shoe Allowance:	Effective March 26, 1986, \$41 (\$40) per year. Effective November 1, 1986, \$42.

#### NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Inc. at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1986 to January 31, 1988, covering 440 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/86</u>	<u>Feb. 1/87</u>
General Increases		4%	3%
Grade 11 (Labourer)		\$11.93 (\$11.47)	\$12.29
Grade 5 (includes Group Leader)		\$14.66 (\$14.10)	\$15.10
Grade 3 (includes 1st Class Electrician)		\$17.57 (\$16.89)	\$18.10

Lump Sum Payment:	Effective February 1, 1987, \$500 per active employee.
Continuous Shift Premium:	33¢-66¢-\$1.15 (32¢-63¢-\$1.11). Effective February 1, 1987, 34¢-68¢-\$1.18.
Health and Welfare:	The following benefits are effective from April 1, 1986 unless otherwise stated:

Life Insurance - Benefit is \$35,500-\$46,500 (\$32,000-\$41,500) depending on grade level. Effective February 1, 1987, \$36,500-\$48,000.

Weekly Indemnity - Benefit is \$330-\$430 (\$315-\$415) per week depending on grade level. Effective February 1, 1987, \$340-\$445, with benefit payable on a 1-1-3-39 (1-3-39) basis.

Long Term Disability - Benefit is 60% of employee's base earnings, with a minimum monthly benefit of \$800 (\$780). Effective February 1, 1987, \$850.

Dental Plan - Effective February 1, 1987, plan is extended to include orthodontic services with 50%-50% coinsurance, a maximum claim of \$1,000 per year and \$2,000 per lifetime (new).

## PETROLEUM AND COAL PRODUCTS

Petro-Canada Products Inc. at Toronto, Mississauga\*, and Oakville, Ontario and other centres across Canada - Various locals, Energy and Chemical Workers (CLC): Six 24-month renewal agreements effective from February 1, 1986 to January 31, 1988, covering 650 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

\*Includes Clarkson Refinery, formerly Gulf Canada Products Company.

Wages:	Effective	Feb. 1/86	Feb. 1/87
	<u>Clarkson Refinery</u>		
	General Increases	4%	3%
	Labourer	\$12.34 (\$11.87)	\$12.71
	Mechanic #1	\$18.29 (\$17.59)	\$18.84
	Master Operator	\$19.77 (\$19.01)	\$20.86

Lump Sum  
Payment: Trafalgar Marketing Terminal, North York Pipeline Terminal and Mississauga Works - Effective February 1, 1987, \$700 per employee. Effective August 1, 1987, \$700 per employee.

Clarkson Refinery, Trafalgar Refinery and Toronto Blending and Packaging - Effective February 1, 1987, \$500 per employee.

Shift Premiums: 0-66¢-\$1.16 (0-64¢-\$1.08). Effective January 1, 1987, 0-68¢-\$1.20.

Trafalgar Refinery and Clarkson Refinery

7-day continuous operation:

8-hour shift 33¢-66¢-\$1.16 (32¢-64¢-\$1.12)

12-hour shift 44¢-99¢ (43¢-96¢)

Effective January 1, 1987:

8-hour shift 34¢-68¢-\$1.20

12-hour shift 45¢-\$1.03

Job Security  
(new):

Eligible employee will be retrained if subject to layoff due to full or partial plant closure, or operational change. If downgraded within own line of promotion/progression, wage rate will be red-circled. If downgraded outside own line of promotion/progression, wage rate is protected for 1 year. Employee ineligible for retraining and for whom no job vacancy exists and whose recall rights have expired receives training and relocation costs to a maximum of \$2,000 within 2 years of termination for the purpose of outside employment.

Shell Canada Products Limited, Sarnia Refinery at Corunna - Local 848, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1986 to January 31, 1988, covering 213 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Feb. 1/86</u>	<u>Feb. 1/87</u>
General Increases		4%	3%
Regular Labour		\$12.16 (\$11.69)	\$12.53
Journeyman		\$18.29 (\$17.59)	\$18.84
Senior Process Operator		\$19.77 (\$19.01)	\$20.36

Lump Sum Payment: Effective February 1, 1987, \$500 per employee.

Shift Premium: 8-Hour Shifts - 2%-5%-6% (unchanged).  
12-Hour Shifts - 3%-5.67% (unchanged).

CHEMICAL AND CHEMICAL PRODUCTS

Polysar Limited at Sarnia - Local 914, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from February 1, 1986 to January 31, 1988, covering 1,452 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/86	Feb. 1/87
General Increases		4%	3%
Labour		\$12.11 (\$11.64)	\$12.47
Class 1 Mechanic		\$17.57 (\$16.89)	\$18.10
Lead Technician		\$18.54 (\$17.83)	\$19.10
Productivity Bonus:	Effective February 1, 1987, \$600 per employee conditional on the employer achieving a net profit of \$5 million in 1986.		
Shift Premium:	<u>8-Hour Shifts</u> - 33¢-66¢-\$1.15 (32¢-63¢-\$1.11). Effective February 1, 1987, 34¢-68¢-\$1.18.  <u>12-Hour Shifts</u> - 44¢-99¢ (42¢-95¢). Effective February 1, 1987, 45¢-\$1.02.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$46,000-\$70,000 (\$42,000-\$70,000) depending on job class. Effective February 1, 1987, \$46,000-\$74,000.  <u>Weekly Indemnity</u> - Benefit is \$285-\$465 (\$275-\$445) per week depending on job class. Effective February 1, 1987, \$295-\$480.  <u>Long Term Disability</u> - Minimum monthly benefit is \$850 (\$800), with statutory benefit offsets.  <u>Major Medical for Retirees</u> - Maximum lifetime benefit is \$30,000 (\$10,000).  <u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Effective February 1, 1987, orthodontic services are added for dependent children ages 6-18, with 50%-50% co-insurance, a maximum benefit of \$1,000 per year and a maximum lifetime benefit of \$2,000 (new).  <u>Semi-Private Hospitalization and Major Medical</u> - Employer pays 100% of premium costs for surviving spouse, with a maximum lifetime benefit of \$30,000, payable until death or remarriage (new).		
Pension Plan:	<u>Current Retirees</u> - Monthly benefit increases by \$7-\$25 depending on year of retirement.  <u>Early Retirement Incentive</u> - Existing eligibility of age 62 with 85 points reduced to age 60 with 85 points. Employees aged 55 with 20 years of service will have 10 years credit added to reach the 85 point eligibility for unreduced pension and CPP bridge benefits, and maintenance of insured benefits coverage. Applies to employees who elect this option between March 15, 1986 and June 14, 1986.		

Early Retirement Option (new) - Effective January 1, 1988, a 3-year window provides employee aged 60 whose age plus years of service equal 85, an unreduced pension inclusive of full CPP bridge to age 65, Joint Survivor Option, Life Insurance and Major Medical to age 65.

Safety Shoe Allowance: \$70 (\$60) per year.

Canadian National Railway, system-wide - Associated Railway Unions (AFL-CIO/CLC), comprising 6 shop-craft unions: Several 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 1,722 Ontario employees, settled at the post conciliation commissioner bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%

Other changes are similar to those reported below for Canadian Pacific Limited and the Associated Railway Unions, except there are no changes to the Early Retirement provision, and with respect to Passes, as follows:

Passes: Present pass policies of the CNR for employees and pensioners, in the service of the CNR on or prior to March 13, 1979, will be maintained for trains operated by VIA Rail Canada Inc.

Canadian Pacific Limited; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway, and Esquimalt and Nanaimo Railways, system-wide - Associated Railway Unions (AFL-CIO/CLC and CFL) (comprising 6 shopcraft unions): Several 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 408 Ontario employees, settled at the post conciliation commissioner bargaining stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	4%	4%
	Helper	\$11.555 (\$11.111)	\$12.017
	Lead Hand	\$14.194 (\$13.648)	\$14.762

Additional Adjustment - Effective on the date of signing the Master Agreement, 27¢ for Engineer Attendant.

Shift Premium: Effective April 1, 1986, 0-30¢-35¢ (0-25¢-30¢).



Engineer Attendant Helper Premium (new):	Classified Labourer assigned to work as Engineer Attendant Helper for more than 1 hour or more than once on a shift receives 25¢ per hour so worked.
Paid Vacation:	6 weeks after 28 (29) calendar years of service. Effective January 1, 1986, 5 weeks after 19 (20) calendar years.
Bereavement Leave:	Effective April 1, 1986, 3 days' paid leave upon death of commonlaw spouse (new).
Paid Maternity Leave (new):	Effective April 1, 1986, 15 weeks at the difference between 70% of weekly salary and UIC benefit, with the maximum of the total employer and UIC payments equal to \$370 per week.
Health and Welfare:	<p><u>Life Insurance</u> - Benefit is \$14,000 (\$13,000). Effective January 1, 1986, \$15,000.</p> <p><u>Life Insurance for Retirees</u> - Effective July 1, 1986, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service.</p> <p><u>Weekly Indemnity</u> - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370.</p> <p><u>Major Medical</u> - Effective January 1, 1986, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prostheses (new). Maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new).</p> <p><u>Vision Care (new)</u>: Effective January 1, 1986, maximum claim is \$100 per year for eligible individual under 18 and \$100 every 2 years for eligible individual 18 and over.</p> <p><u>Dental Plan</u> - Covered is updated in each contract year to the current year's Ontario Dental Association fee schedule.</p> <p><u>Retirees Health Care Plan (new)</u> - For employees retiring after November 1, 1985 and their surviving spouses, employer pays 100% of premium costs for basic plan. Maximum lifetime claim is \$15,000 per person, with annual deductibles of \$50 for single coverage and \$100 for family coverage, and 80%-20% co-insurance.</p>
Pension Plan:	<p><u>Basic Benefit</u> - Upward adjustments for pre-1976 pensioners or their survivors paid out of a fund based on 0.2% of 1984 gross payrolls. Effective January 1, 1986, the same amount for pre-197 pensioners or their survivors.</p> <p><u>Early Retirement</u> - Effective April 1, 1986, employee aged 56 (60) may retire early without actuarial reduction, if age and service total 85. Effective April 1, 1987, at age 55.</p>
Injury on Duty Pay (new):	Employee receives full wages for the day the injury was sustained.
Mileage Allowance:	Effective January 1, 1986, 21¢ (19.3¢) per kilometre.

Relocation Allowances:

Incidental Expenses - \$550 (\$500).

Transportation Expenses - \$140 (\$125) per employee, plus \$55 (\$50 per dependent when moving to a new location. \$115 (\$105) per month for employee who does not wish to move for a maximum of 12 months. Effective January 1, 1986, \$120.

Property Sale Allowance - \$7,700 (\$7,000).

Employment Security (new):

Employee with 8 years of cumulative compensated service will not be laid off as the result of technological, operational or organizational change including full or partial shop closedowns. An employee with Employment Security whose position is abolished will have the right to bid for jobs in another craft union and to be trained for another position.

Passes:

Effective April 1, 1986, present pass policies of CP for trains operated by VIA Rail Canada Inc. discontinued in lieu of an improved early retirement plan.

VIA Rail Canada Inc. - system-wide - Railway, Transport and General Workers (CLC) (on-train employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 328 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:

Effective Jan. 1/85 Jan. 1/86 June 13/86

General Increases 4% 4%

Additional Adjustment 7 (14) classifications, with realigned duties and responsibilities

Pantryman \$10.6770 (\$10.2663) \$11.1040 classification eliminated

Service Attendant (new): \$11.7625

Service Manager \$15.6388 (\$15.0373) \$16.2643 \$16.2643

Shift Premium: Effective March 6, 1986, 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 6 weeks after 28 (29) calendar years of service. Effective January 1, 1986, 5 weeks after 19 (20) calendar years.

Bereavement Leave: Effective March 6, 1986, 3 days' paid leave upon death of commonlaw spouse (new).

Paid Maternity Leave (new): Effective March 1, 1986, 15 weeks at the difference between 70% of weekly salary and UIC benefit, with the maximum of the total employer and UIC payments equal to \$370 per week.

Health and Welfare:	<u>Life Insurance</u> - Benefit is \$14,000 (\$13,000). Effective March 1 1986, \$15,000.
	<u>Life Insurance for Retirees</u> - Effective March 1, 1986, benefit is \$3,500 for employee retiring at age 55 (60) with 10 or more years of service.
	<u>Weekly Indemnity</u> - Maximum benefit is \$345 (\$300) per week. Effective January 1, 1986, \$370.
	<u>Major Medical</u> - Effective March 6, 1986, benefit coverage continues to the end of the first month of layoff (new). Plan is extended to include mammary prostheses (new). Maximum lifetime benefit is \$30,000 (\$25,000). Maximum \$20 per day for a maximum 120 days for rehabilitation in a nursing home (new).
	<u>Vision Care (new)</u> - Effective March 1, 1986, maximum claim is \$10 per year for eligible individual under 18 and \$100 every 2 years for eligible individual 18 and over.
	<u>Dental Plan</u> - Coverage is updated in each contract year to the current year's Ontario Dental Association fee schedule.
Pension Plan:	<u>Early Retirement</u> - Effective March 1, 1986, employee aged 55 (60) may retire early without actuarial reduction.
Injury on Duty Pay (new):	Effective September 1, 1985, employee receives full wages for the day the injury was sustained.
Mileage Allowance:	Effective January 1, 1986, 21¢ (19.3¢) per kilometre.
Uniform Allowance:	Upon implementation of new design of uniforms, \$15 per month for uniform cleaning and maintenance. (Previously, uniforms maintained by employer.) Employer pays 100% of new uniform and replacement cost for current employees and 50% of cost for employees hired after implementation.
Grooming Allowance (new):	Upon implementation of new design of uniforms, \$15 per month.
Meal Allowance:	Effective March 1, 1986, \$3.75 (\$3) for breakfast, \$4.25 (\$3.50) for lunch, and \$5.50 (\$4.50) for dinner.
Relocation Allowances:	\$550 (\$500).
Employment Security (new):	Employee with 4 years of cumulative compensated service will not be laid off as the result of technological, operational or organization change. An employee with Employment Security whose position is abolished will be trained for another position.

Motor Transport Industrial Relations Bureau of Ontario (Inc.), Tank Truck Division in Ontario and Quebec - Locals 91, 106, 880, 938 and 990, Teamsters (Ind.) (drivers and maintenance employees): Two 36-month renewal agreements effective from December 1, 1985 to November 30, 1988, covering 200 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Dec. 1/85	Dec. 1/86	Dec. 1/87
General Increases	20¢ per hour or .4¢ per mile driven	40¢ per hour or .8¢ per mile driven	50¢ per hour or 1.0¢ per mile driven	
Skilled Trades Adjustment				25¢ for Mechanic "A"
<u>Maintenance Agreement</u>				
Group 4 (includes General Labour)	\$13.03 (\$12.83)	\$13.43	\$13.93	
Group 1 (includes Motor Vehicle Mechanics Class "A")	\$14.93 (\$14.73)	\$15.33	\$16.08	
<u>Drivers Agreement</u>				
Driver	\$13.49 (\$13.29)	\$13.89	\$14.39	
<u>Mileage Rates per Mile</u>				
Sleepers	33.980¢ (33.580¢)	34.780¢	35.780¢	
Others	30.275¢ (29.875¢)	31.075¢	32.075¢	
Trains	31.475¢ (31.075¢)	32.275¢	33.275¢	
Sleeper Trains	35.360¢ (34.960¢)	36.160¢	37.160¢	
Cost of Living Allowance:	10¢ per hour worked and 0.25¢ per mile driven per 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggers at 5% (8%) annually. Adjusted monthly. Total payments made during the first and second year, each divided by 12, will be folded into base rates October 1, 1986 and October 1, 1987. (Basic formula is unchanged. Formula did not trigger.)			
Call-in Pay:	Effective March 16, 1986, minimum 8 hours' pay at time and one-half the regular straight time hourly rate when called in on a Saturday, Sunday or Holiday. (Previously, minimum 8 hours' pay at regular straight time hourly rate.)			
Health and Welfare Fund:	<u>Employer Contribution</u> - \$132 (\$117) per month per employee. Effective December 1, 1986, \$137. Effective December 1, 1987, \$142.			
Pension Plan:	<u>Basic Benefit</u> - \$30 (\$20) per month per year of service prior to 1982 and \$40 (\$24) per month per year of service after 1981.			



Current Retirees - Benefits increased by 5% for employees who retired prior to 1982 and by 3% for all other retirees.

Early Retirement (new) - Employee with 30 years of service may retire at age 60 with unreduced pension. The early retirement age reduces by 1 year annually to age 55 by October 1990.

The following changes are effective March 16, 1986.

Shower Allowance (Drivers):	\$3 (\$2) every 24 hours.
Subsistence Allowance:	\$40 (\$32) per day for all employees including drivers on layover.
Border Crossing Allowance (Drivers):	\$7.50 (\$6.50) per load.
Mileage Allowance:	40¢ (30¢) per mile when required to use own car during the course of duty.
Safety Shoe Allowance:	\$30 (\$25) per year for drivers and \$75 (\$65) per year for maintenance employees.

#### COMMUNICATION

Canada Post Corporation, system-wide - Public Service Alliance (CLC): A master agreement for the renewal of 11 separate agreements that expired between August 3, 1984 and June 20, 1985, covering 2,040 Ontario employees\*, settled at the conciliation commissioner stage. Agreement to expire December 31, 1986. Duration of negotiations - 12 months.

\* Includes the following groups: Clerical and Regulatory (CR), Office Equipment (OE), Drafting and Illustration (DD), Administrative Services (AS), Programme Administration (PM), Financial Services (FI), Information Services (IS), Purchasing and Supply (PG), Engineering and Scientific Support (EG-ESS), General Technical (GT), Social Science Support (SI), Communications (CM), Data Processing (DA), Secretarial, Stenographic and Typing (ST) and Library Sciences (LS).

Wages:	Effective	<u>Jan. 1/86</u>
	Increases:	
	AS, CM, CR, FI, OE, PM, ST	\$1,400 per year
	DA, DD, EG-ESS, GT, IS, LS, PG, SI	\$1,875 per year



Jan. 1/86

Annual Rates

CR	\$14,332-\$16,171
Level 1	(\$12,932-\$14,771)
AS	\$49,343-\$59,969
Level 8	(\$47,943-\$58,569)

Maximum rate for CR Level 1 is reached after five 6-month increases and for AS Level 8 after 1 increase on merit.

Lump Sum Payments:	\$460 for AS, PM and FI, \$910 for all other groups in lieu of retroactivity for the period prior to January 1, 1986, pro-rated for part-time employees and for new employees hired after the previous agreements expired.
Shift Premium:	Effective March 14, 1986, 0-85¢-\$1.05 (0-81¢-\$1.01).
Saturday/Sunday Premium:	Effective March 14, 1986, \$1.05 (\$1.01) per hour worked.
Overtime Pay:	Effective March 14, 1986, time and one-half for up to 2 hours worked in excess of regularly scheduled hours and double time for work in excess of 2 hours. (Previously, time and one-half for all hours worked).  Double time or a minimum 3 hours at double time, whichever is greater, for work on a day of rest. (Previously, time and one-half on the first day and double time on the second day).
Call-back Pay:	Effective March 17, 1986, minimum 3 (4) hours' pay at the applicable overtime rate, or the applicable overtime rate, whichever is greater, for call-back not scheduled in advance.
Standby Pay:	Effective March 17, 1986, eliminated for off-duty hours. (Previously, \$7 for each 8 consecutive hours on standby and \$14 on a day of rest or a holiday).
Paid Vacation:	Effective April 1, 1985, 4 weeks after 7 (8) years of service.
Paid Maternity Leave:	Provision standardized to 2 weeks at 93% of weekly rate plus up to 15 additional weeks at the difference between 93% of weekly rate and UIC benefit.
Health and Welfare:	<u>OHIP and Major Medical</u> - Effective April 1, 1986, employer pays 100% (70%) of the premium costs.  <u>Dental Plan</u> - Effective May 17, 1986, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Employer pays 100% of the premium cost. (Previously, employer paid 50% to a maximum of \$10 per month per employee.)
Job Security:	Guarantee of continuous employment for employees willing to accept retraining, reassignment within PSAC bargaining units, or relocation, providing employee agrees to transfer within a 40 kilometre radius. (Previously, job security for the term of the previous agreement.)

Meal Allowance: \$6 (\$5.50) after 2 hours of overtime.

## EDUCATION AND RELATED SERVICES

Frontenac County Board of Education at Kingston - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1985 to August 31, 1986, covering 443 employees, settled at the bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	Jan. 1/86	Aug. 31/86
	General Increases	4% rounded upwards to the nearest \$10	Approx. 1% rounded upwards to the nearest \$10
	Teacher-Category 1 0-11 years	\$21,240-\$37,950 (\$20,420-\$36,490)	\$21,390-\$38,230
	Teacher-Category 4 0-12 years	\$25,240-\$46,060 (\$24,270-\$44,290)	\$25,430-\$46,400
	Vice-Principal 0-3 years	\$50,830-\$53,430 (\$48,870-\$51,370)	\$51,200-\$53,820
	Principal 0-4 years	\$55,770-\$60,830 (\$53,620-\$58,490)	\$56,170-\$61,280

Lump Sum Payment: \$650 for Principal, Vice-Principal and Teacher at maximum of salary grid; \$450 for all other Teachers.

Responsibility Allowances: Increased by 4%.

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 365 employees, settled at the post mediation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/85	Jan. 1/86
	General Increases	3.25%	1%
	Teacher-Category 1 0-10 years	\$21,280-\$36,250 (\$20,610-\$35,110)	\$21,493-\$36,613
	Teacher-Category 4 0-12 years	\$25,291-\$45,979 (\$24,495-\$44,535)	\$25,538-\$46,442
	Effective	Sept. 1/86	
	General Increase	4.3%	
	Teacher-Category 1	\$22,417-\$38,187	

Sept. 1/86

Teacher-Category 4

\$26,636-\$48,440

Responsibility Allowances: Effective January 1, 1986, 3.5% increase for Principal and Vice-Principal. Effective April 1, 1986, all allowances are increased by 6% except no increase for Principal and Vice-Principal. Effective January 1, 1987, 4.5% for Principal and Vice-Principal.

Toronto City Board of Education - Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO and CFL): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 260 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	4%	4%
	Plasterers' Labourer	\$14.62 (\$14.06)	\$15.20
	Sheetmetal Worker	\$17.75 (\$17.07)	\$18.46

Premium Pay: 72¢ (69¢) per hour for Leadhand, 96¢ (92¢) for Assistant Trade Supervisor and \$1.20 (\$1.15) for Substitute Trade Supervisor. Effective January 1, 1987, 75¢, \$1.00 and \$1.25 respectively.

Paid Vacation: 5 weeks and 1 day after 24 (25) years of service, 5 weeks and 2 days after 25 (26) years, 5 weeks and 3 days after 26 (27) years, 5 weeks and 4 days after 27 (28) years and 6 weeks after 28 (29) years. Effective January 1, 1987, 5 weeks and 1 day after 23 years, 5 weeks and 2 days after 24 years, 5 weeks and 3 days after 25 years, 5 weeks and 4 days after 26 years and 6 weeks after 27 years.

Health and Welfare: Vision Care - Maximum claim is \$75 (\$70) every 2 years.

Dental Plan - Effective May 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Continuation of Benefits - Employer's share of benefit coverage for OHIP, Extended Health Care Plan and Dental Plan continues for employees on Long Term Disability.

Travelling Allowances: \$1.40 (\$1.33) per move when transporting own tools and equipment between job sites within city limits, 16¢ (15¢) per kilometre, outside of city limits and 80¢ (73¢) per move when transporting the employer's tools, materials and equipment within city limits. Effective January 1, 1987, \$1.45, 17¢ and 85¢ respectively.

Safety Footwear Allowance: \$68 (\$65) per year for all employees and an additional \$43 (\$40) towards a second pair for Roofers and Roofer's Assistant. Effective January 1, 1986, \$71 and \$45 respectively.

Tool Allowance: \$24 (\$22) per year. Effective January 1, 1987, \$26.

University of Ottawa - University Professors (Ind.) (professors, language teachers, professional counsellors and librarians): A 12-month agreement on wages as the result of a wage reopener provision during the third year of a three-year agreement terminating April 30, 1987, covering 975 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages: Effective May 1/86

General Increase 4%

Minimum Annual Rates

Language Teacher 1 \$21,004  
(\$20,196)

Language Teacher 5 \$33,941  
(\$32,636)

Counsellor 1 \$24,320  
(\$23,385)

Counsellor 4 \$38,691  
(\$37,203)

Librarian 1 \$22,109  
(\$21,259)

Librarian 6 \$39,797  
(\$38,266)

Lecturer \$25,142  
(\$24,175)

Assistant Professor \$28,459  
(\$27,364)

Associate Professor \$36,749  
(\$35,336)

Full Professor \$44,933  
(\$43,205)

Progress-Through The-Ranks: \$995-\$1,658 (\$957-\$1,594) depending on occupational category.

Salary Adjustment Fund: \$50,000 (\$40,000).

Research Expense Allowance (new): Effective July 1, 1986, each member of the University of Ottawa Professors Association may submit a claim for reimbursement of up to \$200 per research purposes. Each full professor at or above the salary ceiling will be entitled to a further \$500 research allowance.

# HEALTH AND WELFARE SERVICES

University Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from April 1, 1986 to March 31, 1988, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Apr. 1/86	Jan. 1/87	June 15/87
Increases		35¢-\$1	5¢-25¢	30¢-75¢
Housekeeping Aide		\$9.73-\$9.84 (\$9.38-\$9.49)	\$9.83-\$9.94	\$10.13-\$10.24
R.N.A.		\$11.04-\$11.15 (\$10.64-\$10.75)	\$11.09-\$11.20	\$11.49-\$11.60
Communications Electrician		\$14.24-\$14.68 (\$13.24-\$13.68)	\$14.39-\$14.83	\$15.14-\$15.58

Maximum rates are reached after 2 annual increases.

Shift Premium: Effective April 1, 1987, 42¢ (40¢) per hour.

Paid Vacation: Effective July 1, 1986, 5 weeks after 17 (20) years of service.  
Effective July 1, 1987, 4 weeks after 9 (10) years.

Paid Maternity Leave: Extended to cover part-time employees pending approval of UIC.

Paid Adoption Leave (Full-time) (new): Effective April 1, 1987, maximum 15 weeks at the difference between 75% of wages and UIC benefit, after 2-week waiting period pending approval of UIC.

Health and Welfare: Major Medical and Semi-Private Hospitalization - Effective January 1, 1987, employer pays 100% (80%) of premium cost, with 85%-15% co-insurance (new), and deductibles eliminated. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.) Maximum annual claim for professional services is \$300(\$225). Maximum annual claim for private duty nursing is \$12,000 (new). Maximum annual claim for out-of-country expenses is \$15,000 (new).

Vision Care - Effective January 1, 1987, employer pays 100% (80%) of premium costs. Maximum claim is \$80 (\$60) every 24 months.

Dental Plan - Blue Cross Dental Plan No. 9 (7). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

W.C.B. Leave: Effective April 1, 1987, 10% top-up of W.C.B. benefit eliminated.



Bethany Lodge and 9 other nursing homes at London and district - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Thirteen 24-month renewal agreements effective from April 1, 1984 to March 31, 1986, covering 719 employees, settled by arbitration. Duration of negotiations - 25 months.

Wages:	Effective	<u>Apr. 1/84</u>	<u>Apr. 1/85</u>	<u>Oct. 1/85</u>
General Increases		5%	5%	2%
Additional Adjustment		Recreational Worker Classification added at Chelsea Park*		

The following rates are representative and may vary 1¢ or 2¢ across homes.

Housekeeping Aide	\$7.65-\$8.43 (\$7.32-\$8.03)	\$8.04-\$8.85	\$8.20-\$9.03
R.N.A.	\$8.67-\$9.22 (\$8.25-\$8.78)	\$9.11-\$9.68	\$9.27-\$9.87

Maximum rates are reached after 2 years.

\* 15¢ per hour differential for Recreational Worker with secondary certificate or diploma in recreation or the equivalent.

Payment in Lieu of Fringe Benefits (part-time): 10% (40¢) per hour, except for Pinehaven which remains at 12%.

Shift Premium: Effective March 19, 1986, standardized at 33¢ (15¢-33¢) per hour.

Paid Vacation: 5 weeks after 20 years of service (new).

Bereavement Leave: 3 days' paid leave upon death of step-child, step-parent and legal guardian. 3 (1) days' paid leave upon death of brother/sister/son/daughter-in-law, grandchild and grandparent.

Health and Welfare: Provisions have been standardized for the following:

Major Medical - Employer pays 75% of premium costs, with \$10 single and \$20 family coverage deductibles.

Vision Care - Maximum claim is \$60 per employee or dependent every 24 months.

Hearing Aid - Maximum claim is \$300 per lifetime.

Education Allowance (new): Employer pays 100% of tuition fees and for leave to write examinations, when required by employer to upgrade qualifications.

Contracting Out Clause (new): No contracting out of work usually performed by members of the bargaining unit, if contracting out would result in the lay off of any employee other than casual part-time employees.

Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Bestview Holdings Ltd., Diversicare Inc., Tendercare Nursing Home Ltd., and Villacentres Management Ltd., various centres in Ontario - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Twenty-seven 24 1/2-month renewal agreements effective from December 15, 1985 to December 31, 1987, covering 2,450 employees, settled by arbitration. Duration of negotiations - 2 months.

Wages:	Effective	Dec. 15/85	Jan. 1/87
	General Increase	4%	Wage and Benefit Reopener
	<u>Extendicare Ltd.</u>		
	Housekeeping Aide	\$9.01-\$9.60 (\$8.66-\$9.23)	
	R.N.A.	\$9.91-\$10.50 (\$9.53-\$10.10)	
	Maintenance	\$11.18-\$11.79 (\$10.75-\$11.34)	

Maximum rates are reached after 3,900 paid hours for permanent part-time and full-time employees, and after 3,600 paid hours for casual part-time employees.

Health and Welfare: Dental Plan - Blue Cross No. 9 (7). Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Life Insurance - Benefit is \$15,000 (\$10,000), except at Diversicare, where benefit is \$20,000 and employer pays 100% (66 2/3) of premium costs.

Hearing Aid (new) - Maximum claim is \$300.

Uniform Allowance: 4.2¢ per hour. (Previously \$6.80 per month).

Pro-Rated Benefits (Part-time) (new): Holiday pay and all benefits to be pro-rated on the basis of hours worked, with no pro-rating for employees who work more than 66 hours bi-weekly.

#### AMUSEMENT AND RECREATION SERVICES

Association of Canadian Film and Television Producers (ACFTP), Canadian Film and Television Association (CFTA) and National Film Board of Canada (NFB), Canada-wide - Canadian TV and Radio Artists (ACTRA) (CLC): Two 9-month renewal agreements effective from April 1, 1986 to December 31, 1986, covering 3,000 Ontario freelance writers and performers, settled at the bargaining stage. Duration of negotiations - 1 day.

Minimum Fees:	Effective	<u>Apr. 1/86</u>
	General Increase	4%
	<u>Writers Script Fee</u>	
	Teleplay (60 minutes)	\$8,910.00 (\$8,567.50)
	Screenplay contracted as a whole	\$23,681.00 (\$22,770.00)
	Screenplan contracted by installments	\$29,601.00 (\$28,462.50)

Performers On-Camera

Daily Rates per Programme

Principal Actor	\$311.00 (\$299.00)
Actor	\$209.75 (\$201.75)
Extra	\$88.50 (\$85.00)

Minimum fees shown are selected from a wide range of fees depending on type of work, media used, length of programme and skills involved. Additional fees include production fees for writers which are a percentage of the producer's production costs, and royalty payments, residual fees for performers when a programme issued beyond the basic use entitlement.

PERSONAL SERVICES

Cara Operations Limited, Airline Services Division at Mississauga - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from November 1, 1985 to October 31, 1988, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Nov. 1/86</u>	<u>Nov. 1/87</u>
	Increases	50¢ on job rate	55¢ on job rate	60¢ on job rate
	Flight Kitchen Assistant	\$8.84 (\$8.34)	\$9.39	\$9.99
	1st Baker	\$11.58 (\$11.08)	\$12.13	\$12.73

Shift Premium: 0-30¢-30¢ (0-25¢-25¢).

Health and Welfare (Full-time): Employer Contribution - Effective April 1, 1986, 30¢ per hour worked to the Union Health and Welfare Plan. (Previously, company plan, 100% employer paid). Effective May 1, 1987, 32¢.

Safety Footwear Allowance (new): Effective November 1, 1986, \$50 per year for eligible full-time employees.

#### FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (financial administration group): A 14-month renewal agreement effective from April 15, 1986 to June 22, 1987, with wages retroactive to June 23, 1985, covering 1,076 Ontario employees, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	June 23/85	June 23/86
Increases		5.5% for FI-1 to FI-5, 2.75% for FI-6*	5.5% for FI-1 to FI-5, 2.75% for FI-6*
FI-1		\$14.41-\$16.15 (\$13.66-\$15.31)	\$15.20-\$17.04
FI-6		\$24.47-\$30.50 (\$23.82-\$29.68)	\$25.14-\$31.34

\*In addition to the wage increase, FI-6 receives two additional lump sum payments equal to 2.75% of salary on June 23, 1985 and June 23, 1986.

Maximum rates are reached on merit.

Overtime Pay: Time and one-half for the first 7 1/4 (7 1/2) hours worked on the first scheduled day of rest and double time thereafter.

Paid Vacation: 4 weeks after 8 (10) years of service.

Vacation Leave Credits: Effective June 1, 1986, vacation credit carry over is 25 (all) days. Mandatory cash payment of credits in excess of 25 days accumulated from previous year (new).

Meal Allowance: \$4.75 (\$4) after 3 hours of overtime.

#### PROVINCIAL ADMINISTRATION

Workers' Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from October 1, 1985 to September 30, 1987, covering 1,700 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/85</u>	<u>Apr. 1/86</u>	<u>Oct. 1/86</u>
General Increases		3.5%	1%	4%
<u>Weekly Rates</u>				
<u>Clerical and Administrative</u> (36.25 hours per week)				
Salary Grade 001 (Records Control Clerk 3)	\$306.95-\$330.42 (\$296.57-\$319.25)	\$310.02-\$333.72	\$322.42-\$347.07	
Salary Grade 009 (includes Buyer-D.R.C.)	\$520.60-\$619.35 (\$502.99-\$598.41)	\$525.81-\$625.54	\$531.07-\$650.56	
<u>Industrial</u> (37.5 hours per week)				
Salary Grade 021 (Sewing Machine Operator)	\$335.99 (\$324.63)	\$339.35	\$352.92	
Salary Grade 032 (includes Electrician)	\$559.13 (\$540.22)	\$564.72	\$587.31	
Maximum rate for Records Control Clerk 3 is reached after 18 months, and for Buyer-D.R.C. after 3 years.				
Shift Premium:	50¢ (38¢) for all hours worked between 5 p.m. and 7 a.m. and for all hours worked if majority of shift is within this period.			
Additional Language Premium:	\$10 per hour for authorized use of a second language, when not part of regular duties (unchanged). \$500 per year for skills (i.e. reading, writing and/or oral communication) at the "B" level or \$250 per year at the "C" level when part of regular duties (new).			
Paid Vacation:	5 weeks after 18 (20) years of service.			
Bereavement Leave:	1 day's paid leave to attend funeral of brother/sister-in-law (new).			
Paid Maternity Leave:	2 weeks at 93% of weekly rate, plus up to a maximum of 15 additional weeks at the difference between 93% of weekly rate and UIC benefit. (Previously, 2 weeks at the equivalent of the UIC benefit.)			
Health and Welfare:	<u>Semi-Private Hospitalization</u> - Elimination of the \$20 per day maximum.			



Vision Care (new) - Effective October 1, 1986, employer pays 100% of the premium costs. Maximum claim per each employee and dependent is \$100 every 24 months.

Dental Plan - Effective April 1, 1986, employer pays 80% (66 2/3%) of the premium costs. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Meal Allowance: \$5 (\$4) after 2 hours of overtime immediately following regular shift, when not notified in advance.

Mileage Allowance: Effective January 1, 1986, 17¢-27¢ (17¢-26¢) per kilometre in Southern Ontario and 17.5¢-27.5¢ (17.5¢-26.5¢) per kilometre in Northern Ontario, depending on distance driven. Effective January 1, 1987, 17¢-28¢ and 17.5¢-28.5¢ respectively.

Job Security (new): Enhanced provisions for retraining, notification and consultation in the event of technological and/or organizational change. (Replaces lay-off and recall provision.)

#### LOCAL ADMINISTRATION

Ottawa City Corporation - Local 503, Canadian Union of Public Employees (CLC)  
(part-time recreation branch employees): A 49-month first agreement effective from November 23, 1982 to December 31, 1986, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 36 months.

Wages:	Effective	Jan. 1/83	Jan. 1/84
General Increases		4.5%	4%
Facility Attendant 1		\$4.02 (\$3.85)	\$4.18
Professional Specialist 4		\$16.25 (\$15.55)	\$16.90
	Effective	Jan. 1/85	Jan. 1/86
General Increases		3%	3%
Facility Attendant 1		\$4.31	\$4.44
Professional Specialist 4		\$17.41	\$17.93

Hours of Work: 24 hours or less per week.

Overtime Pay: Time and one-half for work performed in excess of 8 hours per day or 40 hours per week.

Call-Back Pay: Minimum 2 hours' for employees called back to duty on the same day after leaving the premises.

Reporting Pay: Minimum 2 hours' pay at regular rate, or pay for time scheduled if less than 2 hours.

Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 9 days.
Pay for Work on Paid Holidays:	Time and one-half times the regular rate.
Vacation Pay:	4% for less than 2 years of service, 6% after 2 years, 8% after 10 years, 10% after 18 years and 12% after 28 years.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse, parent, child, brother, sister, brother/sister-in-law, parent-in-law or grandchild. 1 day's paid leave to attend funeral of grandparent.
Jury Duty and Witness Leave:	Employee receives full pay for scheduled hours.
Payment in Lieu of Fringe Benefits:	Effective January 1, 1986, eligible employees receive 12% of earnings.
Educational Leave:	Employer pays full cost of required job-related courses and employee receives regular rate for all hours in training.
Mileage Allowance:	22¢ per kilometre for employee using own automobile for municipal business.

Windsor City Corporation - Local 543, Canadian Union of Public Employees (CLC)  
 (inside employees): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 682 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/86	Jan. 1/87
	General Increases	4%	4.5%
	<u>Bi-weekly Rates</u>		
	Junior Clerk 7.00 (includes Clerk-Typist) (33.75 hours per week)	\$621.03-\$734.84 (\$597.14-\$706.58)	\$648.98-\$767.91
	Senior Clerk 2.10 (includes Bookkeeper General Ledger) (33.75 hours per week)	\$1,027.97-\$1,051.41 (\$988.43-\$1,010.97)	\$1,074.23-\$1,098.72
	Supervisory 1.10 (includes Analyst Programmer) (37.5 hours per week)	\$1,186.41-\$1,438.84 (\$1,140.78-\$1,383.50)	\$1,239.80-\$1,503.59
	Maximum rate for Clerk-Typist is reached after two 6-month and four annual increases, for Bookkeeper General Ledger after one annual increase and for Analyst Programmer after four annual increases.		

**Paid Vacation:** 5 weeks after 18 (20) years of service. Effective July 1, 1986, employees leaving the service for reasons other than disability or approved early retirement receive 25% of vacation credits in each quarter of the calendar year worked until they terminate. (Previously, full year's vacation credits regardless of month of retirement). Effective January 1, 1987, 5 weeks and 1 day after 25 (27) years, 5 weeks and 2 days after 26 (28) years, 5 weeks and 3 days after 27 (29) years, 5 weeks and 4 days after 28 (30) years and 6 weeks after 29 (31) years.

**Health and Welfare:** Dental Plan - Effective May 1, 1986, maximum lifetime orthodontic benefit is \$1,500 (\$1,000). Plan is extended with improved Greenshield coverage. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

#### ADDENDA

##### November 1985 Settlement

#### TRANSPORTATION EQUIPMENT

Walbar of Canada Inc. at Mississauga - Local 8991, United Steelworkers (AFL-CIO/CLC):

Two 36-month renewal agreements effective from July 1, 1985 to June 30, 1988, and one 36-month renewal agreement effective from November 7, 1985\* to November 6, 1988, covering 655 employees, settled with mediation assistance during a work stoppage and ratified in November 1985. Duration of negotiations - 5 1/2 months.

\* Previous agreement expired June 30, 1985.

<b>Wages:</b>	<b>Effective</b>	<b><u>Nov. 7/85</u></b>	<b><u>Nov. 7/86</u></b>	<b><u>Nov. 7/87</u></b>
	<b>Increases</b>	minimum 5%	minimum 5%	minimum 5%
	<b>Additional Adjustment</b>	Restructuring of wage schedule		
	<b><u>Plant No. 2</u></b>			
	Group 1 (includes Shipper)	\$7.90-\$8.20 (\$6.43-\$6.69)	\$8.65-\$8.95	\$9.45-\$9.75
	Group 10 (includes Tool Maker)	\$14.65-\$14.95 (\$13.17-\$13.70)	\$15.40-\$15.70	\$16.20-\$16.50

Maximum rates are reached after 12 months.

**Paid Holidays:** Walbar Employee Day is added for a total of 11 (10) days.

**Paid Vacation:** 3 weeks after 5 (7) years of service. Effective June 30, 1986, 4 weeks after 13 (15) years and 5 weeks after 20 years (new).

Health and  
Welfare:

Life Insurance and A. D. & D. - Benefit is \$20,000 (\$16,000).

Dental Plan - Coverage is based on the Ontario Dental Association fee schedule in effect at the time treatment is provided (unchanged).

## February 1986 Settlements

### TRANSPORTATION EQUIPMENT

Kelsey-Hayes Canada Limited, Windsor Division at Windsor - Local 195, Auto Workers (CLC): A 35-month renewal agreement effective from February 9, 1986 to January 12, 1989, covering 710 employees, settled during a work stoppage and ratified in February 1986. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 9/86</u>	<u>Jan. 18/87</u>	<u>Jan. 17/88</u>
Increase		30¢-57¢		
COLA Fold-ins		78¢	20¢	20¢
Production Machine Operator		\$12.97 (\$11.89)	\$13.17	\$13.37
Electrician		\$15.26 (\$13.96)	\$15.46	\$15.66
Electronic Technician		\$15.86 (\$14.51)	\$16.06	\$16.26

Cost of Living  
Allowance:

\$1.23 COLA was generated during the previous agreement, 78¢ is folded into wages in the first year and 20¢ in each of the next two years, leaving 5¢ as a float. Special allowance of 25¢ in the second year and 24¢ in the third year is added to the float.

1¢ per 0.125 point change based on the 3-month average change in the Consumer Price Index - 1981=100, using the average index for August, September and October, 1985 as the base. 11 quarterly adjustments until September 1988, with a 2¢ per quarter for a total of 22¢ diversion to defray costs of benefits. (Previously, no diversion. Basic formula is unchanged.)

Shift Premium:

0%-5%-10% (unchanged).

Vacation Pay  
Bonus (new):

1 1/2 days' pay added to annual vacation pay.

Health and  
Welfare:

Life Insurance - Effective February 1, 1986, benefit is \$26,000 (\$25,000). Effective February 1, 1987, \$27,000. Effective February 1, 1988, \$27,500.

A. D. & D. - Effective February 1, 1986, benefit is \$13,000 (\$12,500). Effective February 1, 1987, \$13,500. Effective February 1, 1988, \$13,750.

Life Insurance for Retirees - Benefit is \$3,500-\$4,000 (\$3,000-\$3,500), depending on years of service.

Survivor Transition Benefit - Maximum \$375 (\$325) per month.

Survivor Bridge Benefit - Maximum \$350 (\$300) per month.

Long Term Disability - Benefit is \$865 (\$765) per month for employee with 10 or more years of service and \$830 (\$730) per month for employees with less than 10 years of service. Effective February 1, 1987, \$890 and \$855 respectively. Effective February 1, 1988, \$915 and \$880 respectively.

Vision Care - Maximum claim is \$80 (\$70) every 24 months.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Effective February 1, 1987, maximum annual claim is \$1,000 per person (new). Plan extended to include coverage for bridges, caps and crowns (new). Maximum lifetime orthodontic benefit for eligible dependent under age 19 is \$1,000 (\$800). Payments for certain procedures once every 9 (6) months.

Pension Plan: Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date as shown:

For retirements effective:

Feb. 1, 1986 - Jan. 1, 1987	\$20.00 (\$18.45)
Feb. 1, 1987 - Jan. 1, 1988	\$21.15
Feb. 1, 1988 and thereafter	\$22.30

Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Feb. 1, 1986 - Jan. 1, 1987	Feb. 1, 1987, \$1.05
Feb. 1, 1987 - Jan. 1, 1988	Feb. 1, 1988, \$1.05

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective:

Feb. 1, 1986 - Jan. 1, 1987	\$1,060 (\$935)
Feb. 1, 1987 - Jan. 1, 1988	\$1,115
Feb. 1, 1988 and thereafter	\$1,205

Recipients of these benefits and subsequent "30-and-out" retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Feb. 1, 1986 - Jan. 1, 1987	Feb. 1, 1987, \$45
Feb. 1, 1987 - Jan. 1, 1988	Feb. 1, 1988, \$80



Supplemental Benefit - Effective February 1, 1986, \$16 (\$15) per month per year of service. Effective February 1, 1987, \$17. Effective February 1, 1988, \$18.

### Current Retirees

Basic and Supplemental Benefits - Increased by \$1 per month per year of service.

Early Retirement "30-and-out" Special Allowance - Total monthly benefit increased by \$30.

### General Terms

Earning Limitation:	Effective in 1987, earnings limit for "30-and-out" retirees receiving Special Allowances is \$7,600 (\$7,200). Effective in 1988, \$8,000.		
Special Pension Payments:	Two lump sum payments payable April 1, 1987 and April 1, 1988 of a maximum \$200 for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service. Surviving spouse receives 60% of the payment. (Previously, annual lump sum payments of \$300 for all retirees and \$180 for surviving spouses.)		
Restoration of Pensionable Service:	Credited service lost during lay-offs between 1979-1983 to be restored by 25%-100% to employees with at least 5 years of service.		
Moving Allowance:	<u>Kilometers between Plants</u>	<u>Single Employees</u>	<u>Married Employees</u>
	80-159	\$665 (\$580)	\$1,470 (\$1,290)
	160-479	\$740 (\$645)	\$1,620 (\$1,420)
	480-799	\$800 (\$700)	\$1,700 (\$1,490)
	800-1,599	\$965 (\$845)	\$2,010 (\$1,760)
	1,600 or more	\$1,120 (\$980)	\$2,310 (\$2,025)
Supplemental Unemployment Benefit Plan:	<u>Regular Weekly Benefit</u> - Regular benefits plus UIC benefit and other compensation to equal 95% of employee's weekly after-tax pay, minus \$17.50 (\$12.50) for work-related expenses not incurred.  <u>SUB Funding</u> - Employer contributes 15¢-26¢ (14¢-24¢) per straight time hour worked, an additional 6¢ (unchanged) per 1 1/2 hour and 12¢ (unchanged) per double time hour.		
Safety Shoe Allowance:	\$50 (\$45) per year. Effective January 18, 1987, \$55. Effective January 17, 1988, \$60.		

### MISCELLANEOUS MANUFACTURING

Windsor Plastics Products Ltd. at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from February 7, 1986 to February 6, 1989, covering 200 employees, settled at the bargaining stage and ratified in February 1986. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 7/86	Feb. 6/87	Feb. 6/88
	COLA Fold-in	87¢		
	General Increases	85¢	30¢	25¢
	Machine Operator	\$10.22 (\$8.50)	\$10.52	\$10.77
	Machine Repair Maintenance Class "A"	\$12.82 (11.10)	\$13.12	\$13.37
Cost of Living Allowance:	1¢ per .38 (.4) point increase in the Consumer Price Index - 1971=100, using the February 1986 index as the base. Adjusted quarterly.			
Shift Premium:	0-20¢-25¢ (0-15¢-20¢).			
Paid Vacation:	4 1/2 weeks after 15 years of service (new).			
Bereavement	Provision is extended to cover brother/sister-in-law, step-parent/step-parent/child/sister/brother (new).			
Health and Welfare:	<u>Dental Plan</u> - Maximum lifetime orthodontic benefit is \$1000 (new).			
Pension Plan (new):	<u>Employer contribution</u> - 10¢ per hour.			

#### HEALTH AND WELFARE SERVICES

Windsor Western Hospital Centre Inc., Riverview Unit; St. Joseph Religious Hospitallers of Hotel Dieu; Salvation Army Grace Hospital and Metropolitan General Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Four 12-month renewal agreements effective from April 1, 1986 to March 31, 1987, covering 1,028 employees, settled at the bargaining stage and ratified in February 1986. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/86</u>
	General Increase	4%
	<u>Windsor Western Hospital (Riverview Unit)</u>	
	Housekeeping Aide	\$9.423-\$9.754 (\$9.061-\$9.379)
	Orderly	\$10.424-\$10.904 (\$9.972-\$10.486)
	Carpenter Painter (Maintenance Man)	\$10.880-\$11.476 (\$10.423-\$11.036)

Maximum rates are reached after 1 year.

Shift Premium: 0¢-35¢-35¢ per hour (0-\$2.25-\$2.25 per shift).

Health and Welfare: Drug Plan - Effective April 1, 1986, Green Shield Plan O (Green Shield Pre-paid Service), with \$1 (35¢) deductible per prescription.

Windsor Western Hospital Centre Inc., I.O.D.E. Unit - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 12-month renewal agreement effective from April 1, 1986 to March 31, 1987, covering 240 employees, settled at the bargaining stage and ratified in February 1986. Duration of negotiations - 2 1/2 months.

Terms of settlement are similar to those reported above for Windsor Western Hospital Centre Inc., Riverview Unit, and 3 other Windsor hospitals and the Service Employees International.



CA 2 QN  
L  
- C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
APRIL 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

### Page

Highlights .....	i
Index to Settlements Reported .....	104
April 1986 Settlements	
Food and Beverage .....	107
Rubber and Plastic Products .....	109
Leather .....	110
Textile .....	110
Clothing .....	111
Furniture and Fixture .....	112
Paper and Allied .....	113
Metal Fabricating .....	114
Transportation Equipment .....	116
Electrical Products .....	117
Transportation .....	119
Communication .....	120
Electric Power, Gas and Water Utilities .....	121
Retail Trade .....	122
Education and Related Services .....	122
Health and Welfare Services .....	133
Personal Services .....	134
Federal Administration .....	135
Provincial Administration .....	138
Local Administration .....	141
Addendum	
February 1986 Settlement .....	144





## Highlights

### School Support Staff

Six public school boards in the Metropolitan Toronto area and 10 locals of the Canadian Union of Public Employees reached in early April a joint settlement which served as a basis for the renewal of 13 separate agreements that expired December 31, 1985. The new agreements covered 4,460 caretakers, bus drivers, teachers' aides and clerical staff of the East York, Etobicoke, North York, Scarborough, York and Metro boards of education.

The new two-year contracts provided in each year a general wage increase of 4 percent on January 1, plus a further 1 percent on April 1, along with a conditional wage reopener, triggered in 1987 at a 6 percent increase in the previous year's Consumer Price Index. In addition, uniform wage grids were established for head caretakers, mechanics and garage helpers across the area. That was attained by providing extra wage adjustments prior to the January 1, 1986 increase for head caretakers in East York, Etobicoke, Scarborough and York, and four semi-annual lump sum payments for mechanics and helpers in North York.

Among other standardized provisions were a shift premium of 4 percent; supervisory duty allowance of 50 cents per hour for maintenance employees; vision care benefit of \$75 every two years; hearing aid benefit of \$500 every three years; dental plan coverage based on the 1985 and 1986 fee schedules in each of the two consecutive contract years; and improved vacation benefits. Improvements were made also to provisions governing payments in lieu of benefits, lead hand premium, acting pay and various allowances.

Two other non-teaching staff settlements, were subsequently ratified at public schools in Frontenac and Waterloo Counties. The Frontenac settlement involved two CUPE locals representing 550 clerical employees, custodians and teachers' aides. The three units were covered by separate contracts which opened up December 31, 1985. The new three-year agreements provided in the first year a general wage increase of 4 percent for all employees, except teachers' aides who received an increase of 40 cents per hour. In each of the subsequent two years, the employees were guaranteed an increase of between 3 and 6 percent. The actual wage adjustments will be tied to the previous years' inflation levels, with the 1987 raise to be equal to the CPI increase plus 10 cents per hour. Other changes included increased shift premiums; an additional paid holiday; pay for six professional development days for teachers' aides, instead of the previous three days; a new long term disability plan and an improved dental plan.

The Waterloo County settlement for 450 members of the Non-Academic Staff Association covered a one-year period, ending December 31, 1986. It provided a 4 percent general salary increase, along with a grid compression from 11 to 7 levels. Higher shift and weekend premiums, as well as increased sick leave accumulation, were also included.

### Ontario Public Service

During April, five of the nine units between the Ontario Government

and the Ontario Public Service Employees Union comprising almost 24,000 employees, ratified new one-year agreements.

The first of the 1986 settlements covered 3,330 general operational services employees who obtained an average increase of 4.8 percent. It consisted of a compounded increase of 32 cents per hour plus 1.0 percent, and extra equity adjustments of 25 cents per hour for Security Officers, 16 cents for cleaners and 18 cents for certain laundry and food services employees. Next, 4,280 scientific and professional and 6,080 administrative services employees approved their settlements calling for annual increases of 4.2 and 4.24 percent, respectively. The administrative services contract also included special adjustments of 2 percent for specified fire service positions and 1.21 percent for Welfare Field Worker 2. At the same time, 5,350 maintenance services staff accepted a compounded increase of 28 cents per hour plus 1.9 percent. An additional adjustment of \$12 per week for two maintenance classes and Marine Engineers, brought the group's average increase to 4.3 percent. Finally, 4,890 technical services employees endorsed a compounded increase of \$12 per week plus 1.8 percent, along with adjustments of \$13 per week for specified groups of medical technicians. The combined increases raised the average salary in the technical unit by about 4.3 percent.

Index to Settlements Reported, April 1986

Employer and Location	Union	Page
Artex Woollens Limited, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	110
Associated Fur Industries of Toronto Inc.	Food and Commercial Workers (AFL-CIO/CLC)	112
Atlantic Packaging Products Ltd., Scarborough	Printing and Graphic Communications (AFL-CIO/CLC)	113
Bilt-Rite Upholstering Co. Ltd. Toronto	United Steelworkers (AFL-CIO/CLC)	112
Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton	Food and Commercial Workers (AFL-CIO/CLC)	122
Canada Post Corp., system-wide	Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	120
Canada Wire and Cable Ltd., Simcoe	United Steelworkers (AFL-CIO/CLC)	117
Champion Spark Plug Company of Canada Limited, Windsor	Auto Workers (CLC) (production and maintenance empl.)	116
Durham Regional Board of Commissioners of Police, Oshawa	Police Assn. (Ind.)	144
East York Borough, Metropolitan Toronto and the Cities of Etobicoke, North York, Scarborough, and York Boards of Education	CUPE (CLC) (office, clerical, technical, and maintenance empls.)	122
Etobicoke City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	141
Federal-Mogul Corp., Carter Automotive Canada Limited Div., previously AFC Canada Limited, Carter Carburetor Div., Bramalea	Machinists (AFL-CIO/CLC)	116
Frankel Steel Limited, Milton	United Steelworkers (AFL-CIO/CLC)	114
Frontenac County Board of Education, Kingston	CUPE (CLC) (office, clerical, custodian and maintenance empls. and non-teaching assistants)	126
General Foods Inc., Hostess Food Products Ltd. Div., Cambridge	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (production empls.)	107

Index to Settlements Reported, April 1986

Employer and Location	Union	Page
Goodyear Canada Inc., Bowmanville Factory and Office, Newcastle	Rubber Workers (AFL-CIO/CLC)	109
Halton Roman Catholic Separate School Board, Burlington	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	127
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton	Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	119
Lennox and Addington County Board of Education, Napanee	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	128
London City Corp., Dr. John Dearness Home for Elder Citizens	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	133
London City Public Utilities Commission	CUPE (CLC)	121
Metropolitan Separate School Board, Toronto	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.) (elementary and secondary school teachers)	128
North York City Corp.	Ont. Fire Fighters (Ind.)	141
Omstead Foods Limited, Wheatley	Teamsters (Ind.)	107
Ontario College of Art, Toronto	Ont. Public Service Employees (NUPGE) (CLC) (sessional, part-time and casual non-academic empls.)	132
Ontario Government	Ontario Public Service Employees (NUPGE)(CLC) (administrative services category)	138
Ontario Government	Ontario Public Service Employees (NUPGE)(CLC) (general operational services category)	138
Ontario Government	Ontario Public Service Employees (NUPGE)(CLC) (maintenance services category)	139
Ontario Government	Ontario Public Service Employees (NUPGE)(CLC) (scientific and professional services category)	140

Index to Settlements Reported, April 1986

Employer and Location	Union	Page
Ontario Government	Ontario Public Service Employees (NUPGE) (CLC) (technical services category)	140
Orangerooft of Canada, operating as Howard Johnson Airport Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	134
Riviera Slacks Inc., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	111
Smith & Stone (1982) Inc., Georgetown	Auto Workers (CLC)	118
Sudbury Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	130
Sudbury District Roman Catholic Separate School Board, Sudbury	Assn. des Enseignants Franco-Ontariens (Ind.)	132
Sudbury District Roman Catholic Separate School Board, Sudbury	Ont. English Catholic Teachers' Assn. (Ind.)	131
Treasury Board of Canada	Economists, Sociologists and Statisticians Assn. (Ind.)	135
Treasury Board of Canada	Public Service Alliance (CLC) (clerical and regulatory group)	136
Treasury Board of Canada	Public Service Alliance (CLC) (general labour and trades group)	136
Treasury Board of Canada	Public Service Alliance (CLC) (heating, power and stationary plant operation group, supervisory and supervisory empls.)	137
Treasury Board of Canada	Public Service Alliance (CLC) (programme administration group)	137
Warrington Products Inc., Greb Footwear Div., previously Greb Industries Div., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	110
Waterloo County Board of Education, Kitchener	Non-Academic Staff Assn. (Ind.) (full-time and academic year empls.)	132
Waterloo Metal Stampings, Kitchener	United Steelworkers (AFL-CIO/CLC)	115
Windsor City Board of Commissioners of Police	Police Assn. (Ind.) (Unit A)	142
Windsor City Corporation	CUPE (CLC) (outside empls.)	143



FOOD AND BEVERAGE

Omstead Foods Limited at Wheatley - Local 880, Teamsters (Ind.): An 8-month extended agreement effective from April 29, 1986\* to December 31, 1986, covering 294 employees, settled with mediation assistance. Duration of negotiations - 2 months.

\* Previous agreement was scheduled to expire April 11, 1986.

Wages:	Effective	<u>April 29/86</u>
	Increase	35¢ for General Worker, 40¢ for Light General Worker, 50¢ for "A" Class Refrigeration and Third Class Stationary
	COLA Fold-in	18¢
	Light General Worker	\$11.53 (\$10.95)
	"A" Class Refrigeration and Third Class Stationary	\$14.58 (\$13.90)
Cost of Living Allowance:	1¢ per 0.5 point rise in the Consumer Price Index - 1981=100. Adjusted semi-annually. (Basic formula is unchanged.)	

General Foods Inc., Hostess Food Products Limited Division at Cambridge - Local 461,  
Retail Wholesale Employees (AFL-CIO/CLC) (production employees):  
A 33-month first agreement effective from April 6, 1986 to January 2, 1988, with wages retroactive to January 6, 1986, covering 272 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 6/86</u>	<u>Apr. 6/86</u>	<u>Jan. 4/87</u>
	General Increases	50¢		40¢
	Christmas Gift Fold-in		15¢	
	Packer	\$9.48 (\$8.98)	\$9.63	\$10.03
	Garage Mechanic	\$14.08 (\$13.58)	\$14.23	\$14.63

Hours of Work: 8 hours per day, 40 hours per week.

Paid Rest Periods: 10-minute paid rest period in each completed half shift.

Overtime Pay: Time and one-half for all hours worked beyond 8 hours per day or hours per week.

Shift Premium: 37¢ per hour for shifts commencing between noon and 6 a.m.  
Effective January 4, 1987, 40¢.

Saturday/Sunday Premium:	Time and one-half for all hours worked on Saturday and double time for all hours worked on Sunday.
Call-in Pay:	Minimum 4 hours' pay at straight time rate.
Reporting Pay:	Minimum 4 hours' pay at straight time rate for eligible employees if no work available, unless beyond control of company.
Acting Pay:	Employee temporarily assigned to a higher classification for up to 60 working days receives the higher rate.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Eve, Christmas Day, Boxing Day, New Year's Eve and 1 floating day are recognized for a total of 12 days.
Paid Vacation:	3 weeks after 5 years of service, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 25 years.
Bereavement Leave:	Up to 3 days' leave upon death of parent, brother, sister, child, spouse, parent-in-law, step-parent, stepchild. Up to 1 day's paid leave upon death of grandparent, grandchild, brother/sister-in-law.
Jury Duty and Crown Witness Leave:	Employee receives the difference between regular daily rate and fees received.
Health and Welfare:	<p>Life Insurance and A. D. &amp; D. - Premiums are cost-shared. Benefit is \$40,000, with \$5,000 benefit for spouse and \$2,000 benefit for dependent child.</p> <p><u>Life Insurance for Retirees</u> - Benefit is \$2,000 for employee with 10 years of service.</p> <p><u>Weekly Indemnity</u> - Benefit is 75% of basic pay, with 12 days credit accumulative per year, and 60% of basic pay when basic credits are exhausted, payable on a 1-1-4-26 basis.</p> <p><u>Long Term Disability Plan</u> - Benefit is 60% of basic earnings, offset by any other benefits or income. Payable for a period equal to length of service for employees with less than 8 years of service, with a minimum of 4 years of benefits, or payable to age 65 for employees with 8 or more years of service.</p> <p><u>OHIP</u> - Employer pays 100% of premium costs for seniority employees.</p> <p><u>Major Medical</u> - Employer pays 100% of premium costs for comprehensive plan with \$10 annual deductible.</p> <p><u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. Up to \$3 per day for a maximum of 120 days in chronic care facility.</p> <p><u>Vision Care</u> - Employer pays 100% of premium costs. Maximum claim is \$85 every 24 months.</p> <p><u>Dental Plan</u> - Effective May 1, 1986, employer and employee share premium costs, with employee paying \$1.25 per month for single coverage and \$2.75 per month for family coverage. Coverage is based on the 1984 Ontario Dental Association fee schedule.</p>

Effective January 4, 1987, the 1985 O.D.A. fee schedule.

Pension Plan: Contributory Plan - Basic Benefit - Effective June 1, 1986, \$16 per month per year of service.

Early Retirement - Employee may retire at age 55, with benefit reduced by 4% per year of early retirement before age 60, and reduced by 2% for each year between 60 and 62.

Supplemental Benefit - \$8 per month per year of service to maximum of 30 years for early retirees.

Tool Allowance: \$125 per year for garage and maintenance mechanics with at least 1 year of service.

Safety Shoe Allowance: Maximum \$40 per year.

Severance Pay: 1 week's pay per year of service to a maximum 52 week's pay for employee permanently laid off.

#### RUBBER AND PLASTICS PRODUCTS

Goodyear Canada Inc., Bowmanville Factory and Office at Newcastle - Local 189, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1986 to February 19, 1989, covering 230 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 20/86	Feb. 22/87	Feb. 21/88
Silent Cola Fold-in		11¢		
General Increases		27¢	10¢	8¢
Skilled Trades Adjustments		10¢	5¢	
Utility Man		\$10.96 (\$10.58)	\$11.06	\$11.14
Electrician		\$13.595 (\$13.115)	\$13.745	\$13.825

Cost of Living Allowance: 1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, using the average index from December 1985 to February 1986 as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$21,000).  
Life Insurance for Retirees - Benefit is \$8,000 (\$7,500).

Survivor Income Benefit - Maximum benefit is \$400 (\$300) per month to a maximum of \$9,600 (\$7,200).

Survivor Bridging/Transition Benefit - Maximum benefit is \$250 (\$150) per month depending on eligibility.

Weekly Indemnity - Maximum benefit is \$297 (\$231) per week.

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

Vision Care - Maximum claim is \$120 (\$100) every 24 months.

Hearing Aid - Maximum claim is \$500 (\$300) every 5 calendar years.

Pension Plan: Basic Benefit - \$20 (\$17.25) per month per year of service.

Supplementary Benefit, Type A - \$12.50 (\$11.75) per month per year of service to a maximum of 30 years.

Supplementary Unemployment Benefit Plan: Employer Contribution - Effective March 23, 1986, maximum 21¢ (19¢) depending on funding level.

Clothing Allowance: 8¢ (5¢) per hour in "dirty" departments only.

## LEATHER

Warrington Products Inc., Greb Footwear Division, previously Greb Industries Division at Kitchener - Local 310, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 23, 1985 to November 22, 1987, covering 270 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 23/85	Nov. 23/86
	General Increases	32¢	28¢
	Group D (includes Repairs Person-Fitting Room)	\$7.55 (\$7.23)	\$7.83
	Group A (includes Floater-Finishing)	\$8.14 (\$7.82)	\$8.42

Shift Premium: 0-23¢-26¢ (0-21¢-24¢).

## TEXTILE

Artex Woollens Limited at Cambridge - Local 1153T, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 10, 1985 to December 10, 1987, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 31/86	Dec. 8/86	June 8/87
	General Increases	20¢	20¢	25¢
	Labourer (Maintenance)	\$8.56 (\$8.36)	\$8.76	\$9.01
	Millwright	\$10.28 (\$10.08)*	\$10.48	\$10.73

\* Previous rate reflects a 10¢ adjustment during the previous agreement.

Lump Sum Settlement Payment: Effective April 1, 1986, \$160 per employee.

Health and Welfare: Life Insurance - Effective April 1, 1986, benefit is \$8,000 (\$7,000). Effective April 1, 1987, \$9,000.

Weekly Indemnity - Effective April 1, 1986, maximum benefit is \$296 (\$283) per week.

Pension Plan: Basic Benefit - Effective April 1, 1986, \$6 (\$5) per month per year of service. Effective April 1, 1987, \$7.

Safety Shoe Allowance: Effective April 1, 1986, \$45 (\$30) per year.

#### CLOTHING

Riviera Slacks Inc. at Toronto - Locals 14, 83 and 92, Ladies Garment Workers (AFL-CIO/CLC): A 24-month first agreement effective from April 22, 1986 to April 30, 1988, covering 203 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 22/86</u>	<u>May 4/87</u>
	General Increases	4%	4%
	Time Worker (Minimum Guarantee)	\$5.00 (\$4.81)	\$5.20

Incentive Earners - Receive comparable increases.

Hours of Work: 40 hours per week.

Overtime Pay: Time and one-half for all hours worked in excess of regular weekly hours.

Saturday/Sunday Premium: Time and one-half for all hours worked on Saturday and double time for all hours worked on Sunday.

Reporting Pay: Guaranteed 4 hours' work or 4 hours' pay at the regular rate.

Paid Holidays: New Year's Day, Riviera Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 10 days.

Christmas Holiday Pay: Eligible employees receive 2% of annual earnings during the plant Christmas holiday closing.

Paid Vacation: 2 weeks after 3 years of service and 3 weeks after 20 years.

Bereavement Leave: 3 days' paid leave upon death of current spouse, brother, sister, parent and child. 1 day's paid leave upon death of parent-in-law or grandparent.



Health and Welfare: Life Insurance, Long Term Disability Plan and Vision Care - Effective May 4, 1987, employer contributes 1/2% of wages earned to the Union Plan.

OHIP - Employer pays 75% of premium cost.

Dental Plan - Employer pays 50% of premium cost.

Pension Plan: Employer Contribution - 1% of wages earned to the Union Pension Plan. Effective May 4, 1987, 1.5%.

Associated Fur Industries of Toronto Inc. - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1986 to February 29, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/86	Mar. 1/87
	General Increases	\$26 per week	\$25 per week
	<u>Weekly Rates</u> (35 hours per week)		
	Lining Operator	\$452.82 (\$426.82)	\$477.82
	1st Class Cutter	\$491.00 (\$465.00)	\$516.00

Health and Welfare: Sick Benefit/Hospitalization/Death Fund - Employer contributes 4% (3%) of total weekly payroll to fund.

Pension Plan: Employer contribution - 4% (3%) of total weekly payroll.

## FURNITURE AND FIXTURE

Bilt-Rite Upholstering Company Limited at Toronto - Local 30, United Steelworkers\* (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 500 employees,\*\* settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

\* Previously, Upholsterers (AFL-CIO/CLC).

\*\* Agreement now includes Lead Hands, Maintenance Mechanics, Truck Drivers, Sample Room and Customer Service employees.

Wages:	Effective	Jan. 1/86	Jan. 1/87	Jan. 1/88
	Increases			
	Hourly Rates	6%	6%	6%
	Incentive Rates	5%	5%	6%
	<u>Hourly Rates</u>			
	General Labour	\$6.87-\$7.14 (\$6.48-\$6.74)	\$7.28-\$7.57	\$7.72-\$8.02
	Upholsterer-Timeworker	\$8.94 (\$8.43)	\$9.48	\$10.05

Maximum rate for General Labour is reached after 3 months.

Lump Sum Settlement Payment: \$250 per employee on the payroll on January 1, 1986.

Reporting Pay: Eligible employee who reports for work and finds no work available receives 5 (4) hours' pay.

Health and Welfare: Employer has proposed a new comprehensive health and welfare plan, with 100% of premium costs to be employer paid. The union has 3 months to decide whether to accept the new plan or stay with the present Upholsterers International Union plan.

Pension Plan: Employer proposes a R.R.S.P. for each employee funded by 2% of the employee's gross monthly wages and paid by the employer. The union has 3 months to decide whether to accept the new plan or stay with the present United Steelworkers Canadian Pension Program.

Safety Shoe Allowance: \$35 (\$25) per year.

#### PAPER AND ALLIED

Atlantic Packaging Products Limited at Scarborough - Local 466, Graphic Communications Union (AFL-CIO/CLC): A 36-month renewal agreement effective from February 10, 1986 to February 9, 1989, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 10/86	Feb. 10/87	Feb. 10/88
General		2.5%	4%	5%
Increases				
Additional Adjustment	new wage grid for Take-off Help*			
Take-off Help		\$7.57-\$8.16	\$7.87-\$8.49	\$8.26-\$8.91
Electrician Class 2		\$14.35-\$15.53 (\$14.00-\$15.15)	\$14.92-\$16.15	\$15.67-\$16.96

\*Current employees continue to receive \$10.24-\$11.42 (unchanged) under a "grandfather" provision.

Maximum rate for Take-Off Help is reached after 6 months and for Electrician Class 2, after 1 year.

Shift Premium: Effective February 10, 1987, 42¢ (41¢) per hour.

Jury Duty and Crown Witness Pay: Employee receives the difference between regular earnings and fees received for a maximum of 15 (13) days.

Health and Welfare: Life Insurance - Effective May 1, 1986, benefit is \$7,000-\$18,000 (\$6,000-\$17,000) depending on length of service. Effective February 10, 1987, \$7,000-\$19,000.

Long Term Disability - Effective April 20, 1986, maximum benefit is \$890 (\$800) per month. Effective February 10, 1987, \$900. Effective February 10, 1988, \$925.

Major Medical - Effective February 10, 1987, annual deductibles of \$20 (unchanged) for single coverage and \$25 (\$30) for family coverage.

Dental Plan - Effective April 20, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective May 1, 1986, Blue Cross Rider #2 covering dentures and partials added on a 50%-50% co-insurance basis with a maximum claim of \$500 (new). Effective February 1, 1987, the 1986 O.D.A. fee schedule. Effective February 10, 1987, maximum claim for Rider #2 is \$1,000. Effective February 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan: Employer Contribution - Effective April 20, 1986, 25¢ (19¢) per hour worked. Effective February 10, 1987, 26¢. Effective February 10, 1988, 27¢.

Meal Allowance: Effective February 10, 1987, \$5.30 (\$5.25) after 2 hours of unscheduled overtime. Effective February 10, 1988, \$5.50.

Safety Shoe Allowance: Effective February 20, 1986, \$30 (\$27.50) per year. Effective February 10, 1987, \$32.50. Effective February 10, 1988, \$35.

Tool Allowance: \$50 for first year apprentice (new).

## METAL FABRICATING

Frankel Steel Limited at Milton - Local 8945, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 3, 1986 to October 2, 1989, with a wage increase inserted into the present agreement on April 19, 1986, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 19/86</u>	<u>Oct. 3/86</u>
General Increases		2.5%	2.5% non-compounded
General Labour		\$11.18-\$11.43 (\$10.91-\$11.15)	\$11.46-\$11.71
Mechanical, Electrical and Electronic Maintenance Mechanic		\$14.99-\$15.54 (\$14.62-\$15.16)	\$15.36-\$15.92
	<u>Effective</u>	<u>Oct. 3/87</u>	<u>Oct. 3/88</u>
General Increases		4.5%	5%
General Labour		\$11.98-\$12.24	\$12.57-\$12.85
Mechanical, Electrical and Electronic Maintenance Mechanic		\$16.05-\$16.64	\$16.85-\$17.47

Maximum rates are reached after four 3-month increases.

Cost of Living Allowance: 1¢ per 0.5 point change in the Toronto Consumer Price Index - 1981=100, using the October 1988 index as the base. Triggers at 5%. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Effective October 3, 1988, 0-45¢-50¢ (0-40¢-45¢).

Vacation Bonus (new): \$25 per week of vacation for employees with 5 or more years of service.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent.

Health and Welfare: Life Insurance and A. D. & D - Benefit is \$16,000 (\$15,000).  
Dental Plan - Effective October 3, 1986, orthodontic and prostodontic services added, with 50%-50% co-insurance and a maximum lifetime claim of \$2,000 (new). Coverage continues to be updated to the current year's Ontario Dental Association fee schedule.

Waterloo Metal Stampings at Kitchener - Local 7155, United Steelworkers

(AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1986, to February 13, 1988, covering 225 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 14/86</u>	<u>Feb. 14/87</u>
	Increases	5.3%-6.2%	4.5%-5%
	<u>Non-Incentive Rates</u>		
	Grade 5 (Includes Stock Boy)	\$7.23-\$8.28 (\$6.80-\$7.80)	\$7.69-\$8.69
	Grade 18 (Includes Tool and Die Maker Grade 1)	\$12.94-\$13.94 (\$12.00-\$13.00)	\$13.74-\$14.74

Maximum rates are reached on merit.

Shift Premium: 0-38¢-40¢ (0¢-36¢-40¢). Effective February 14, 1987, 0¢-40¢-40¢.

Paid Vacation: 5 weeks after 21 (22) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$11,000 (\$10,000).  
Effective February 14, 1987, \$12,000.

Weekly Indemnity - Maximum benefit is \$190 (\$180) per week, payable on a 1-1-5-26 (1-1-8-26) basis. Effective February 14, 1987, \$200.

Dental Plan - Effective May 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective February 14, 1987, the 1985 O.D.A. fee schedule.



ension Plan: Basic Benefit - \$5.50 (\$4.50) per month per year of service.  
Effective February 14, 1987, \$6.50.

safety Shoe \$40 (\$30) towards the cost of 1 pair per year.

llowance:

# TRANSPORTATION EQUIPMENT

Champion Spark Plug Company of Canada Limited at Windsor - Local 195, Auto Workers (CLC) (production and maintenance employees): A 36-month renewal agreement effective from February 1, 1986 to February 1, 1989, covering 250 employees\*, settled during a work stoppage. Duration of negotiations - 5 1/2 months.

\*Includes 100 employees currently on lay-off status.

ages:	Effective	<u>Feb. 1/88</u>
	General Increase	2.5% before COLA fold-in
	COLA Fold-in	\$1.19
	General Labour (Light)	\$11.388 (\$9.949)
	Electrician	\$13.507 (\$12.017)

ump Sum \$500 per active employee.

ettlement Payment:

ost of Living 1¢ per 0.3 point change in the Consumer Price Index - 1981=100.  
 llowance: Adjusted quarterly. (Basic formula is unchanged.)

Effective June 1, 1986, 3¢ (1¢) per quarter is diverted for 10 consecutive quarters to fund fringe benefits.

ension Plan: Basic Benefit - Effective February 1, 1988, \$22.05-\$22.80 (\$18.20-\$18.95) per month per year of service depending on wage level and retirement date.

Special Payment - Effective in the 1987 and 1988 contract years, \$200 lump sum payment to existing pensioners. (Previously, one-time lump sum payment of \$200-\$300 to specified retirees.)

Early Retirement "30-and-out" Benefit - Effective January 1, 1989, \$1,205 (\$935) per month.

Federal-Mogul Corporation, Carter Automotive Canada Limited Division, previously ACF Canada Limited, Carter Carburetor Division at Bramalea - Lodge 2243, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1986 to March 31, 1989, covering 335 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

ages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	COLA Fold-in	34¢		



	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
Additional Adjustment*	Restructuring of wage schedule		
General Increases	25¢ on top rates	24¢ on top rates	30¢ on top rates
Skilled Trades Adjustments		20¢	20¢
Assembler	\$9.42-\$10.81 (\$10.17-\$10.22)	\$9.42-\$11.05	\$9.42-\$11.35
Tool Maker	\$13.60-\$14.23 (\$13.59-\$13.64)	\$13.60-\$14.67	\$13.60-\$15.17

\*Start rate, 2-month and 4-month rates are reduced and frozen for the term of the agreement.

Maximum rates are reached after three (two) 2-month increases.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.3 point change in the Consumer Price Index-1971=100, using the March 1984 index as the base. Adjusted quarterly. Capped at 25¢ per year.)

Escalator Provision (new): Effective April 1 in each contract year, 13¢ per hour cumulative to be paid as a float.

Shift Premium: Effective April 1, 1987, 0-33¢-33¢ (0-28¢-33¢).

Paid Holidays: Effective in the second contract year only, 1 floating day is added for a total of 13 (12) days.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$15,000 (\$13,000).

Weekly Indemnity - Benefit is \$200 (\$160) per week, payable on a 1-1-5-30 (1-1-6-30) basis.

Dental Plan - Coverage is based on the current year's (1982) Ontario Dental Association fee schedule.

Safety Glasses Allowance: Employer pays 100% of costs for regular and prescription safety glasses, and replacement lenses and frames. (New to the agreement, but previous policy existed.)

Safety Shoe Allowance: Maximum \$30 (\$20) maximum per year. (New to the agreement but previous policy existed.)

## ELECTRICAL PRODUCTS

Canada Wire and Cable Limited at Simcoe - Local 6187, United Steelworkers

(AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1986 to February 19, 1989, covering 228 employees, settled with mediation assistance. Duration of negotiations - 3 months.

ages:	Effective	<u>Feb. 20/86</u>	<u>Feb. 20/87</u>	<u>Feb. 20/88</u>
General Increases		4%	4%	4%
Additional Adjustment		some classification adjustments		
Floorworker		\$10.49-\$10.65 (\$10.09-\$10.24)	\$10.91-\$11.08	\$11.35-\$11.52
Industrial Electrician		\$15.75-\$15.91 (\$15.15-\$15.30)	\$16.38-\$16.55	\$17.04-\$17.21

Start Rates - \$9.04 per hour (unchanged), increasing to minimum job rate after 50 days worked, applies to all classifications except employees in the electrical and mechanical sections of maintenance. Increased by 4% in the second and third contract years.

Maximum rates are reached after three 50-working day increases of 5¢ each.

Cost of Living Allowance: Effective February 20, 1987, for the second year only, 1% per 1% increase in the Consumer Price Index - 1971=100, from the January 1986 index to the January 1987 index. Triggers at 6% (10.5%). Capped at 25¢. The resulting increase to be applied to the weighted average of the maximum of the labour grades on February 20, 1987 and paid as a lump sum. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$13,000 (\$12,000). Effective February 20, 1987, \$15,000. Effective February 20, 1988, \$16,000.

Weekly Indemnity - Benefit is \$215 (\$205) per week. Effective February 20, 1987, \$230. Effective February 20, 1988, \$240.

Dental Plan - Effective May 1, 1986, coverage is based on the 1983 (1982) Ontario Dental Association fee schedule. Effective March 1, 1988, the 1984 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective May 1, 1986, \$12 (\$11.50) per month per year of service. Effective March 1, 1987, \$12.50. Effective March 1, 1988, \$13.50.

Safety Shoe Allowance: Effective February 20, 1987, \$27 (\$25) per pair. Effective February 20, 1988, \$30.

Smith & Stone (1982) Inc. at Georgetown - Local 1421, Auto Workers (CLC): A 24-month renewal agreement effective from March 1, 1986 to February 29, 1988, covering 280 employees, settled with mediation assistance. Duration of negotiations - 3 months.

ages:	Effective	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
COLA Fold-in		90¢	

	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
General Increases	20¢	15¢
Additional Adjustments	20¢ for Set-up, 40¢ for Skilled Trades	10¢ for Set-up, 25¢ for Skilled Trades
General Labour	\$7.74 (\$6.64)	\$7.89
Tool and Die Maker	\$12.76 (\$11.26)	\$13.16
Cost of Living Allowance:	90¢ of \$1.15 COLA generated under previous agreement was folded in March 1, 1986, leaving 25¢ to float.  1¢ per 0.168 point change in the Consumer Price Index-1981=100, (1¢per 0.4 point change in the CPI - 1971=100) using the January 1986 index as the base. Capped at 10¢ every 6 months and 20¢ annually, excluding the 25¢ float.	
Shift Premium:	0-20¢-25¢ (0-18¢-23¢). Effective March 1, 1987, 0-23¢-28¢.	
Bereavement	3 days' paid leave upon death of a son/daughter-in-law (new).	
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$10,000 (\$8,000). Effective March 1, 1987, \$11,000.  A. D. & D. - Benefit is \$6,000 (\$4,000). Effective March 1, 1987, \$7,000.  <u>Life Insurance for Retirees</u> - Benefit is \$3,000 (\$2,000).  <u>Weekly Indemnity</u> - Benefit is \$175 (\$150) per week.  <u>Dental Plan (new)</u> - Effective September 1, 1987, employer pays 100% of premium costs for basic plan, with 80%-20% co-insurance. Coverage to be based on the 1987 Ontario Dental Association fee schedule.	
Safety Shoe Allowance (new):	Maximum \$35 per year.	
Tool Allowance (new):	Maximum \$250 per year for skilled trades and apprentices.	
TRANSPORTATION		
<u>Hamilton Street Railway Company and Canada Coach Lines Limited at Hamilton - Local 107, Transit Union (AFL-CIO/CLC) (hourly-rated and salaried employees): Two 24-month renewal agreements effective from April 1, 1986 to March 31, 1988, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.</u>		
Wages:	Effective	<u>Apr. 1/86</u> <u>Apr. 1/87</u>
	General Increases	3%                                      3%

	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
<u>Hamilton Street Railway</u>		
Job Group 1 (includes Interior Cleaner)	\$12.24-\$12.83 (\$11.88-\$12.46)	\$12.60-\$13.21
Job Group 5 (includes Operator)	(\$13.57-\$14.27) (\$13.17-\$13.85)	\$13.97-\$14.70
Job Group 9 (includes Auto Mechanic)	(\$14.51-\$15.27) (\$14.09-\$14.83)	\$14.95-\$15.73

Maximum rates are reached after 12 months.

Shift Premium:	0-28¢-37¢ (0-24¢-32¢) for maintenance employees only.
Paid Vacation:	Effective April 1, 1987, 4 weeks after 9 (10) years of service.
Health and Welfare:	<u>Long Term Disability Plan</u> - Benefit is 60% (50%) of employee's rate as of April 1st of each year.
Pension Plan:	<u>Early Retirement</u> - Employee at age 60 with 25 years of service is entitled to unreduced pension (new).
Safety Shoe Allowance:	\$55 (\$53) per year.
Clothing Allowance:	\$47 (\$45) paid on December 1st of each year to each operator who has worked 9 of the previous 12 months. Allowance is pro-rated for employees who have not worked 9 months.
Tool Allowance:	\$25-\$66 (\$22-\$57) per year depending on classification. Effective April 1, 1987, \$26.50-\$69.50.

# COMMUNICATION

Canada Post Corporation, system-wide - Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 7,978 Ontario employees, settled with mediation assistance. Duration of negotiations - 7 months.

Pages:	Effective	<u>Jan. 1/86</u>	<u>Oct. 1/86</u>
	General Increases	41¢	4¢
	Letter Carrier	\$13.21-\$13.39 (\$12.80-\$12.98)	\$13.25-\$13.43
	Mail Service Courier Relief	\$13.74-\$13.83 (\$13.33-\$13.42)	\$13.78-\$13.87
	Mail Service Courier Heavy Vehicle	\$14.12-\$14.21 (\$13.71-\$13.80)	\$14.16-\$14.25

Maximum rate for Letter Carrier is reach after 2 annual increases and for Mail Service Courier after 1 annual increase.

Cost of Living Allowance:	1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the December 1985 index as the base. Adjusted quarterly and triggered at 5%. (Basic formula is unchanged. Formula did not trigger.)
Shift Premium:	0-85¢-\$1.05 (0-85¢-85¢).
Paid Vacation:	Effective April 1, 1986, 4 weeks after 7 (8) years of service.
Pre-Retirement: Leave (new):	Effective April 1, 1986, the additional week of paid leave per year for employee aged 55 with 20 years of service or aged 60 with 5 years of service. Maximum of 5 weeks from the time of eligibility for retirement.
Health and Welfare:	<u>Vision Care (new)</u> : Effective June 3, 1986, employer pays 100% of premium costs. Maximum claim for eyeglasses and contact lenses is \$120 every 24 months.  <u>Hearing Aid (new)</u> - Effective June 3, 1986, employer pays 100% of premium costs. Maximum claim is \$600 every 60 months.  <u>Dental Plan</u> - Effective April 3, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.
Rest Period Compensation:	<u>Full-time employees</u> - \$584 (\$566) per year. <u>Part-time employees</u> - \$292 (\$283) per year.
Isolated Posts Allowance:	\$1,500-\$2,400 (\$1,301-\$2,062) per year for single employees and \$2,500-\$4,000 (\$2,168-\$3,435) per year for married employees. Pro-rated for part-time employees.
Mileage Allowance:	26¢ (25¢) per kilometre.

#### ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 325 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/86</u>
	General Increase	4.5%
	Job Level 201 (Office Messenger)	\$8.11 (\$7.76)
	Job Level 108 (includes Lineman)	\$13.92-\$16.29 (\$13.32-\$15.59)
	Job Level 212 (includes Electrical Engineering Technician)	\$16.07-\$18.30 (\$15.38-\$17.51)

Maximum rate for Lineman and Electrical Engineering Technician is reached after 42 months.



Bereavement leave: Up to 3 days' paid leave upon death of step-parent/sister/brother and commonlaw spouse (new).

Health and Welfare: Dental Plan - Effective May 1, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

# DETAIL TRADE

Roots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton - Locals 206, 409 and 486, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time sales employees):  
A 28-month renewal agreement effective from September 7, 1985 to January 4, 1988, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 5/86	Jan. 4/87
	Increases*	30¢	35¢
	Stock Clerk	\$5.04-\$7.00 (\$5.04-\$6.70)	\$5.04-\$7.35
	Sales Clerk	\$5.19-\$7.15 (\$5.19-\$6.85)	\$5.19-\$7.50
	Pharmacy Assistant	\$5.34-\$7.80 (\$5.34-\$7.50)	\$5.34-\$7.85

\*Increases are prorated from 0% at start rates, 50% on 6-month rates, to 100% at the top of each classification.

Maximum rates are reached after two 6-month increases.

Pay for Work on Paid Holidays (Part-time): Time and one-half for all hours worked (new).

Bereavement leave: 1 day's paid leave upon death of a brother/sister/son/daughter-in-law (new).

Health and Welfare: Dental Plan - Effective January 1, 1987, employer contributes 14¢ (12¢) per hour worked to a maximum of 40 hours per week per employee, if deemed necessary by plan's trustees.

Pension Plan: Employer Contribution - Effective January 6, 1986, 41¢ (35¢) per straight time hour worked to a maximum of 40 hours per week per employee.

# EDUCATION AND RELATED SERVICES

East York Borough, Metropolitan Toronto and the Cities of Etobicoke, North York, Scarborough and York Boards of Education - Various Locals, Canadian Union of Public Employees (CLC) (teacher aides, office, clerical, technical and maintenance employees): Thirteen 24-month renewal agreements effective from January 1, 1986 to December 31, 1987, covering 4,457 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/86	Apr. 1/86
General Increases		4%	1%
Additional Adjustments			
<u>Etobicoke</u>		9¢ for Bus Driver	
Skilled Trades Adjustment		10¢ for certain trades	
<u>Scarborough</u>		8¢ to 30¢ for Bus Driver, Gardener and General/Technical Maintenance Improver	
<u>York</u>			
Classification Adjustment		Parking Attendant to receive same as Caretaker after probationary rate	
New Classification Added		Maintenance Apprentice to receive \$1 less than the Caretaker after probationary rate.	
Skilled Trades Adjustment		10¢	

The following rates are representative, but may vary slightly between Boards.

Annual Rates

(36 1/4 hours per week)

Grade 3 (includes School Secretary)	\$16,937-\$19,682 (\$16,286-\$18,925)	\$17,107-\$19,879
Grade 7 (includes Director's Secretary)	\$27,702-\$32,311 (\$26,637-\$31,068)	\$27,979-\$32,634

Hourly Rates

(40 hours per week)

Caretaker	\$10.89-\$11.51 (\$10.47-\$11.07)	\$11.00-\$11.63
Plumber	\$18.00 (\$17.31)	\$18.18

Effective	Jan. 1/87	July 1/87
General Increases	4%*	1%

	<u>Jan. 1/87</u>	<u>July 1/87</u>
<u>Annual Rates</u>		
Grade 3	\$17,791-\$20,674	\$17,969-\$20,881
Grade 7	\$29,098-\$33,940	\$29,389-\$34,280

Hourly Rates

Caretaker	\$11.44-\$12.09	\$11.55-\$12.22
Plumber	\$18.91	\$19.10

Note: Rates for Head Caretakers at the East York, Etobicoke, North York and Scarborough Boards were adjusted prior to the January 1, 1986 increase, to move towards uniformity in grid across all Boards.

Maximum rates for Grades 3 and 7 are reached after 4 annual increases and for Caretaker after 12 months.

\*Conditional wage re-opener if the Toronto Consumer Price Index - 1981=100 increases by more than 6% above the December 1985 index.

Shift Premium: 4% (41¢-45¢) per hour for all Boards.

Lead Hand Etobicoke - Extended to include day shift. (Previously, afternoon and night shifts only.)

Lump Sum Payments: North York - Two payments of \$417.60 each to be paid on June 15 and December 15, 1986 and two payments of \$835.20 to be paid on June 15 and December 15, 1987, respectively, to provide uniformity in grid across all Boards for mechanics. Mechanic/Garage Helper to receive 60% of each of the above lump sum payments.

Acting Pay: York - Acting Head Caretaker or Shift Leader receives appropriate rate of pay after 1 (3) complete working day. Office, clerical and technical receive appropriate rate of pay after 10 (18) complete working days.

Responsibility Allowance: 50¢ (25¢) per hour for maintenance employees required to perform extra supervisory duties.

Paid Vacation: 26 days after 24 (25) years of service, 27 days after 25 (26) years, 28 days after 26 (27) years, 29 days after 27 (28) years and 30 days after 28 (29). Effective January 1, 1987, 26 days after 23 years, 27 days after 24 years, 28 days after 25 years, 29 days after 26 years and 30 days after 27 years.

Mileage Allowance: Etobicoke - Minimum \$2.20 (\$2.10) per day.

York - 30¢ (27¢) per kilometre for liaison officers, support staff and teacher aides when required to travel to and from other Board schools. Effective one week after ratification by both parties, \$2 (\$1.75) per trip for caretaker/cleaner.

Tractor Allowance: York - Effective one week after ratification by both parties, increased by \$5 for maintenance employees excluding truck driver and labourer assigned to Board tractor.

Training Allowance: Etobicoke (new) - Employer to reimburse full cost of any additional training when required and approved by the Board.

Certificate Allowance: Etobicoke - 20¢ and 30¢ per hour for 4th and 3rd class engineers respectively. (Previously, \$315 and \$525 per year). 10¢ per hour (\$105 per year) for Caretaker with certificate.

Scarborough - 25¢ (20¢) and 30¢ (25¢) per hour for 4th and 3rd class engineers respectively, who are required to use their certificates.

Small Engine/ Appliance Allowance: Scarborough (new) - 30¢ per hour for bus driver performing mechanic's duties while on standby.

Special Equipment Allowance: Scarborough - 30¢ (15¢) per hour for caretaker working with equipment servicing crew. 30¢ (25¢) per hour for caretaker working in an environmental system. 25¢ (15¢) per hour for employees operating plough-mounted snow removal equipment.

Uniform Allowance (Matron): North York - \$105 (\$100) per year.

Scarborough - \$100 (\$95) per year.

Safety Shoe Allowance: East York - \$50 (new).

Etobicoke - \$55 (\$50) per year.

North York - \$55 (\$50) per year.

Tool Allowance: Etobicoke - \$55 (\$50) for auto mechanic.

North York (new) - \$65 maximum per year for both mechanic and helper.

Scarborough - \$70 (\$65) for auto mechanic.

Payment in Lieu of Fringe Benefits: The following changes are effective April 5, 1986:

East York - Increased by \$5 per year for employees working less than 35 hours per week and annual payments are increased in accordance with general salary increases.

North York - 40¢ (30¢) per hour for Swimming Assistants (previously Life Guards).

York - Increased in accordance with general salary increases.

Health and Welfare: The following changes are effective June 1, 1986:

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Vision Care - Maximum claim for eyeglasses is to be standardised across all Boards at \$75 (\$70-\$75) every 24 months. Maximum claim for medically prescribed contact lenses is \$150 every 24 months (new).

Hearing Aid - Maximum claim is \$500 every 3 years. (Previously, \$400 once per lifetime).

Frontenac County Board of Education at Kingston - Locals 1480 and 1727, Canadian Union of Public Employees (CLC) (office, clerical, custodian and maintenance employees and non-teaching assistants): Three 36-month renewal agreements effective from January 1, 1986 to December 31, 1988, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

ages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Increases		40¢ for non-teaching assistants, 4% for all other employees	*	*
Cafeteria Assistant		\$9.11 (\$8.76)		
Caretaker		\$10.27-\$10.58 (\$9.88-\$10.17)		
Craftsman 1 (Certified Electrician)		\$13.52 (\$13.00)		

Maximum rate for Caretaker is reached after 1 year.

\* Increases to equal the percentage increase in the Consumer Price Index - 1981=100, from the November 1985 index to the November 1986 index for the January 1, 1987 general increase, plus 10¢ per hour; and from the November 1986 to November 1987 index for the January 1, 1988 general increase. Guaranteed minimum fold-in of 3% and maximum 6% per year, with the remainder to float.

Shift Premium (custodians and maintenance employees): 0-35¢-35¢ (0-28¢-28¢). Effective January 1, 1987, 0-40¢-40¢. Effective January 1, 1988, 0-45¢-45¢.

Unpaid Time-Off Development Days: Effective September 1, 1986, 6 (3) days for non-teaching assistants. On Professional

Unpaid Holidays: Effective January 1, 1987, 13 (12) days for office, clerical, custodial and maintenance employees, with the additional day to be taken during the December breaks of 1987 and 1988 respectively.

Health and Welfare: Long Term Disability Plan (new) - Employer pays 100% of premium costs.

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.



Halton Roman Catholic Separate School Board at Burlington - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 650 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>
	Increases	4%	average 1%
	Teacher-Level D 0-5 years	\$16,079-\$22,239 (\$15,461-\$21,381)	\$16,234-\$22,449
	Teacher-Level A1 0-10 years	\$22,446-\$35,186 (\$21,583-\$33,833)	\$22,660-\$35,530
	Teacher-Level A4 0-4 years	\$26,388-\$45,240 (\$25,373-\$43,493)	\$26,640-\$45,672
	Principal/Co-ordinator* Level A1 0-4 years	\$45,205-\$49,973 (\$43,466-\$48,050)	\$45,639-\$50,451
	Principal/Co-ordinator* Level A4 0-4 years	\$49,671-\$54,439 (\$47,761-\$52,345)	\$50,149-\$54,961

Effective Sept. 1/86

Increase

\*\*

\* Previously, applied only to Principal.

\*\* Increase to equal the percentage increase in the Toronto Consumer Price Index between July 1985 and July 1986, plus 1%.

Responsibility,  
Special Education  
and Extra Degree  
Allowances:

Increased in accordance with the general salary increases.

Paid Paternity  
Leave:

2 (1) days' paid leave.

Health and  
Welfare:

Life Insurance and A. D. & D. - Maximum benefit is 2 times annual salary to a maximum of \$150,000 (\$120,000).

Extended Health Care - Effective September 1, 1986, deductibles eliminated. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)

Vision Care - Effective September 1, 1986, maximum claim for eyeglasses is \$100 (\$60) and for contact lenses is \$300 (\$180), every 24 months.

Hearing Aid - Maximum claim is \$300 (\$200).

Dental Plan - Effective September 1, 1986, maximum claim is \$1,500 (\$1,000) per year for major restorative services and per lifetime for orthodontic services.

Ennnox and Addington County Board of Education at Napanee - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

ages:	Effective	<u>Sept. 1/85</u>	<u>Mar. 1/86</u>
	General Increases	4.8%	0.67%
	Teacher-Category D 0-6 years	\$16,557-\$22,770 (\$15,799-\$21,727)	\$16,668-\$22,922
	Teacher-Category A1 0-11 years	\$20,805-\$35,731 (\$19,852-\$34,094)	\$20,944-\$35,969
	Teacher-Category A4 0-11 years	\$25,124-\$44,876 (\$23,973-\$42,821)	\$25,292-\$45,176

Effective Sept. 1/86

General Increase	5.2%
Teacher-Category D	\$17,532-\$24,111
Teacher-Category A1	\$22,030-\$37,834
Teacher-Category A4	\$26,603-\$47,518

Responsibility Increased in accordance with the general salary increases.  
Allowances:

Metropolitan Separate School Board at Toronto - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 5,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

ages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	Increases, except Principal*	2%	1% non-compounded
	Additional Adjustment	Vice-Principal wage schedule revised	
	Teacher-Category D 0-7 years	\$14,895-\$25,307 (\$14,603-\$24,811)	\$15,041-\$25,555
	Teacher-Category A1 0-10 years	\$20,980-\$36,035 (\$20,569-\$35,328)	\$21,186-\$36,388
	Teacher-Category A4 0-10 years	\$25,145-\$45,004 (\$24,652-\$44,122)	\$25,392-\$45,446

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
<u>Vice-Principal**</u> 0-4 years		
Category A1-A2 (previously Levels 4 and 5)	\$41,564-\$42,902 (\$40,749-\$42,061)	\$41,971-\$43,323
Category A3 (previously Level 6)	\$45,803-\$47,141 (\$44,905-\$46,217)	\$46,252-\$47,604
Category A4 (previously Level 7)	\$48,064-\$49,403 (\$47,122-\$48,434)	\$48,536-\$49,887

\*\* \$900 less for each year of experience less than 10 years of total teaching and vice-principal experience. Vice-Principal without a recognized university degree, \$2,300 less than scale for Category A1-A2.

Effective	<u>May 1/86</u>	<u>Sept. 1/86</u>
Increases	2% non- compounded	2%
Teacher-Category D	\$15,339-\$26,061	\$15,646-\$26,583
Teacher-Category A1	\$21,606-\$37,109	\$22,038-\$37,851
Teacher-Category A4	\$25,894-\$46,346	\$26,412-\$47,273

<u>Vice-Principal</u>		
Category A1-A2	\$42,786-\$44,164	\$43,642-\$45,047
Category A3	\$47,150-\$48,528	\$48,093-\$49,498
Category A4	\$49,478-\$50,856	\$50,468-\$51,873

Effective	<u>Feb. 1/87</u>
Increase	2% non- compounded
Teacher-Category D	\$15,953-\$27,104
Teacher-Category A1	\$22,470-\$38,593
Teacher-Category A4	\$26,930-\$48,200

<u>Vice-Principal</u>	
Category A1-A2	\$44,948-\$45,931
Category A3	\$49,036-\$50,469
Category A4	\$51,457-\$52,890

*Principal 0-4 (0-5) years	Sept. 1/85	May 1/86
	Principal wage schedule revised	1.96%

A school\*\*\* \$49,572-\$54,031 \$50,544-\$55,091

B school\*\*\* \$51,105-\$55,565 \$52,107-\$56,654

Effective	Sept. 1/86	May 1/87
-----------	------------	----------

Increases	4%-5.75%	2%-4%
-----------	----------	-------

A School \$53,225-\$58,911 \$55,354-\$61,267

B School \$54,225-\$59,911 \$56,354-\$62,267

\*\*\* A School - under 850 pupils. B School - schools having grades 9 and 10 or schools with 850 pupils or over. (Previously, - A School under 350 pupils, B School - 350 to 849 pupils, C School - schools having grades 9 and 10 or 850 pupils or over.)

Lump Sum Payment: Effective June 30, 1987, \$232-\$701 for Teachers, depending on Category and grid placement, and \$667-\$793 for Vice-Principals.

Responsibility Allowance: Effective September 1, 1986, increased by 4% except no increase for allowances governed by grandfather clause.

Principal's School Expense Allowance: Suspended for the term of this agreement. (Previously, up to \$500 per year.)

Health and Welfare: Dental Plan - Effective June 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective December 31, 1986, the 1985 O.D.A. fee schedule.

Windsor Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Effective	Sept. 1/86	Jan. 1/87
General Increases	4.5%	3.1%
Teacher-Level D 0-6 years	\$15,792-\$24,594 (\$15,112-\$23,536)	\$16,283-\$25,361
Teacher-Level A1 0-10 years	\$20,689-\$35,639 (\$19,798-\$34,108)	\$21,332-\$36,742
Teacher-Level A4 0-12 years	\$25,114-\$46,582 (\$24,033-\$44,577)	\$25,895-\$48,035
Principal 0-2 years		

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
B Schools	\$50,593-\$52,619 (\$48,413-\$50,352)	\$52,166-\$54,256
A Schools	\$51,795-\$53,821 (\$49,565-\$51,503)	\$53,406-\$55,496
Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
General Increases	2%	1.5%
Teacher-Level D	\$16,609-\$25,867	\$16,858-\$26,254
Teacher-Level A1	\$21,759-\$37,479	\$22,085-\$38,045
Teacher-Level A4	\$26,413-\$48,997	\$26,809-\$49,729
Principal		
B Schools	\$53,209-\$55,341	\$54,007-\$56,171
A Schools	\$54,474-\$56,606	\$55,291-\$57,455

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Dental Plan - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.

Sudbury District Roman Catholic Separate School Board at Sudbury - Ontario English Catholic Teachers' Association (Ind.)\*: A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 550 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 16 months.

\*Previously bargained jointly with Association des Enseignants Franco-Ontariens (Ind.).

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	4%	3.7%
	Additional Adjustment	Grid compressed by one year for Teacher-Category D and C	
	Teacher-Category D 0-9 (0-8) years	\$17,150-\$26,500 (\$16,488-\$24,952)	\$17,790-\$27,480
	Teacher-Category A1 0-11 years	\$21,104.50-\$36,067.25 (\$20,292-\$34,680)	\$21,886.25-\$37,401.75
	Teacher-Category A4 0-11 years	\$25,471-\$45,260 (\$24,490-\$43,520)	\$26,414.50-\$46,935.00

Responsibility Allowances: Increased in accordance with the general salary increases.



Sudbury District Roman Catholic Separate School Board at Sudbury - Association des Enseignants Franco-Ontariens (Ind.)\*: A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 600 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 16 months.

\*Previously bargained jointly with Ontario English Catholic Teachers' Association (Ind.).

Details are similar to those reported above for the Ontario English Catholic Teachers' Association.

Waterloo County Board of Education at Kitchener - Non-Academic Staff Association (Ind.) (full-time and academic year employees): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/86</u>
	General Increase	4%
	Additional Adjustment	Wage grid revised to 7 (11) levels

Full-time Employees  
Annual Rates

Level A (includes Mail Clerk)	\$13,268-\$16,480 (\$10,406-\$14,738)
Level G (includes Maintenance Foreman)	\$26,193-\$32,529 (\$18,373-\$31,174)

Maximum rates are reached on merit, with 12-month (6-month) increases.

Shift Premium: 0¢-33¢-36¢ (0¢-28¢-31¢).

Weekend Premium: 33¢ (28¢) in addition to the shift premium per scheduled hour worked.

Sick Leave: Maximum accumulation of 220 (100) days for full-time academic year employees and 120 days for part-time academic year employees (new).

Ontario College of Art at Toronto - Local 576, Unit 2, Ontario Public Service Employees (NUPGE) (CLC) (sessional, part-time and casual non-academic employees): A 12-month renewal agreement effective from June 1, 1985 to May 31, 1986, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 1/85</u>	<u>Jan. 1/86</u>	<u>Mar. 26/86</u>
	General Increase	4%		

	<u>June 1/85</u>	<u>Jan. 1/86</u>	<u>Mar. 26/86</u>
Additional Adjustments		\$1.23 for Head Barten-der/Building Attendant Monitor Co-ordinator	Model rates revised
Monitor and Building Attendant	\$4.83 (\$4.65)	\$4.83	\$4.83
Model			\$9.20
Day Classes	\$8.06 (\$7.75)	\$8.06	
Evening Classes	\$8.33 (\$8.01)	\$8.33	
Class Assistant	\$10.31 (\$9.92)	\$10.31	\$10.31

#### HEALTH AND WELFARE SERVICES

London City Corporation, Dr. John Dearness Home for Elder Citizens - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 1, 1985 to December 31, 1986, covering 228 employees, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>Jan. 1/86</u>
	General Increases	5%	4%
	Dietary Aide	\$8.81-\$9.31 (\$8.39-\$8.87)	\$9.16-\$9.68
	R.N.A.	\$9.84-\$10.42 (\$9.37-\$9.92)	\$10.23-\$10.84
	Electrician	\$10.53-\$11.17 (\$10.06-\$10.64)	\$10.99-\$11.62
	Effective	<u>July 1/86</u>	<u>Oct. 1/86</u>
	Additional Adjustments	8¢-\$1.50 for certain classifications	10¢ for Geriatric Aide
	Dietary Aide	\$9.16-\$9.68	\$9.16-\$9.68
	R.N.A.	\$10.48-\$11.09	\$10.48-\$11.09
	Electrician	\$12.49-\$13.12	\$12.49-\$13.12

Maximum rates are reached after two 6-month increases.

Shift Premium:	0-35¢-35¢ (0-26.25¢-26.25¢). Effective January 1, 1986, 0-40¢-40¢.	
Paid Vacation:	3 weeks after 1 (3) years of service and 5 years after 17 (18) years. Same vacation entitlement applies to part-time employees (new), with vacation pay based on all hours paid.	
Payment in Lieu of Fringe Benefits (Part-time):	12% excluding vacation pay (14% including vacation pay).	
Standby Pay (Full-time) (new):	Effective February 1, 1986, \$1.50 per hour.	
Acting Pay:	Eligible employee receives higher rate for all hours acting in a higher classification for 1 (4) hour or more.	
Paid Maternity Leave (new):	Effective July 1, 1986, maximum 15 weeks at the difference between 75% of base weekly earnings and UIC benefit and any other income, following a 2-week waiting period.	
Bereavement Leave: (Full-time):	Up to 2 (1) days' paid leave upon death of grandparent and grandchild.	
Health and Welfare (Full-time):	<u>Life Insurance</u> - Benefit is \$20,000 (\$17,000). <u>Vision Care</u> - Maximum claim is \$100 (\$80) every 36 (24) months. <u>Hearing Aid (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$300 once per lifetime.	
Clothing Allowance:	Effective January 1, 1986, full-time employees receive \$8 (\$7) for each month of service in a nursing classification, except Orderly, in the preceding 6 (12) months. Part-time employees receive 4¢ (2.5¢) per hour worked.	
Education Allowance (Full-time) (new):	Employer pays 100% of tuition cost and time spent attending course required by employer, and 80% of tuition cost for eligible employee attending job-related course.	
Contracting Out Clause (Part-time) (new):	No contracting out of bargaining unit work that would result in lay-off or reduction in hours of work or pay.	

#### PERSONAL SERVICES

Orangerooft of Canada, operating as Howard Johnson Airport Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1985 to November 30, 1987, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 7/86</u>	<u>Dec. 1/86</u>
	Increases	10¢-35¢	15¢-40¢

	<u>Apr. 7/86</u>	<u>Dec. 1/86</u>
Equity Adjustment	65¢ for Restaurant Head Cook	
Waiter/Waitress	\$4.55 (\$4.40)	\$4.70
Front Desk (includes Cashier, Switchboard Operator)	\$6.60 (\$6.35)	\$6.90
Maintenance Painter (new)	\$10.00	\$10.40
<u>Start Rate (new)</u> - 35¢ per hour below job rate for 3 months.		
Shift Premium	10¢ per hour for shifts commencing between 11 p.m. and 2 a.m.	
Health and Welfare:	OHIP - Employer pays 50% of premium costs for employees with 4 to 6 months of service, 75% after 7 months and 100% after 1 year. (Previously, employer paid 100% after 3 months.)	

#### FEDERAL ADMINISTRATION

Treasury Board of Canada - Economists, Sociologists and Statisticians Association (Ind.): A 21-month renewal agreement effective from May 8, 1986 to January 31, 1988, with wages retroactive to January 1, 1986, covering 1,679 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	<u>Jan. 1/86</u>	<u>Feb. 1/87</u>
Effective		
Increases	3.75% for levels 1-3, 3.5% for levels 4-8	3.2%
<u>Annual Rates</u>		
ES-2	\$28,907-\$32,787 (\$27,862-\$31,602)	\$29,832-\$33,826
ES-7	\$59,346-\$64,668 (\$57,339-\$62,481)	\$61,245-\$66,737

Maximum rates are reached on merit.

Overtime Pay:	Time and one-half for all hours worked on a day of rest (time and one-half on the first day of rest and double time on second day of rest).
Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service. Effective June 1, 1987, 4 weeks after 8 years.
Paid Maternity Leave (new):	2 weeks at 93% of weekly wage plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit.

**Meal Allowance:** Effective May 8, 1986, \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

**Severance Pay:** For first layoff, 2 weeks' pay for the first complete year of continuous service plus 1 week's pay for each additional complete year of service (previously to a maximum 30 weeks' pay). For second and subsequent layoff, 1 week's pay for each year of continuous service, less any period of severance pay for the first layoff (previously to a maximum 27 weeks' pay).

Treasury Board of Canada - Public Service Alliance (CLC) (clerical and regulatory group): A 19 1/2-month renewal agreement effective from April 25, 1986 to December 11, 1987, with wages retroactive to December 12, 1984, covering 20,053 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 17 1/2 months.

Wages:	Effective	<u>Dec. 12/84</u>	<u>Dec. 12/85</u>	<u>Dec. 12/86</u>
General Increases		3.75%	3.5%	3.25%
CR-1		\$6.86-\$7.83 (\$6.61-\$7.55)	\$7.10-\$8.11	\$7.33-\$8.37
CR-7		\$15.38-\$16.83 (\$14.82-\$16.22)	\$15.91-\$17.42	\$16.43-\$17.99

Maximum rates are reached on merit.

**Paid Vacation:** 4 weeks after 9 (10) years of service.

**Meal Allowance:** \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Treasury Board of Canada - Public Service Alliance (CLC) (general labour and trades group): A 18 1/4-month renewal agreement effective from April 25, 1986 to November 4, 1987, with wages retroactive to November 5, 1984, covering 5,248 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 18 months.

Wages:	Effective	<u>Nov. 5/84</u>	<u>Nov. 5/85</u>	<u>Nov. 5/86</u>
General Increases		41¢	40¢	39¢
Regional Zones Reduction		20 (22)	18	16
<u>Ottawa*</u>				
Boiler-making & Blacksmithing Sub-group		\$9.02-\$14.51 (\$8.61-\$14.10)	\$9.42-14.91	\$9.81-\$15.30
Aircraft Maintaining Sub-group		\$10.28-\$16.67 (\$9.87-\$16.26)	\$10.68-\$17.07	\$11.07-\$17.46



\* Ottawa region changes in November 1985 to Zone 7 (9) and in November 1986 to Zone 6.

Maximum rates are reached after 7 years in 6-month steps.

Paid Vacation: 4 weeks after 9 (10) years of service. Unused vacation leave credits during any vacation year in excess of 15 days may be paid in cash at the employee's daily rate of pay (new). (Previously, the unused vacation leave was carried over into the following year).

Meal Allowance: \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Treasury Board of Canada - Public Service Alliance (CLC) (heating, power and stationary plant operation group, supervisory and non-supervisory employees): A 16 3/4-month renewal agreement effective from May 15, 1986 to October 6, 1987, with wages retroactive to July 7, 1984, covering 621 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 23 months.

Wages:	Effective	July 7/84	July 7/85
	General Increases	42¢	41¢
	HP-1	\$9.16-\$9.39 (\$8.74-\$8.97)	\$9.57-\$9.80
	HP-8	\$16.06-\$17.48 (\$15.64-\$17.06)	\$16.47-\$17.89
	Effective	July 7/86	July 7/87
	General Increases	39¢	10¢
	HP-1	\$9.96-\$10.19	\$10.06-\$10.29
	HP-8	\$16.86-\$18.28	\$16.96-\$18.38

Call-back Pay: Minimum 4 hours' pay at the regular rate for hours worked on a day of rest (on a day of rest or designated holiday).

Paid Vacation: 4 weeks after 9 (10) years of service and 5 weeks after 20 (22) years. Unused vacation leave credits during any vacation year in excess of 15 days may be paid in cash at the employee's daily rate of pay. (Previously, the unused vacation leave was carried over into the following year.)

Meal Allowance: \$5 (\$4) after 3 hours of overtime and 4 (\$3) after 4 more hours.

Treasury Board of Canada - Public Service Alliance (CLC) (programme administration group): A 20-month renewal agreement effective from April 25, 1986 to December 20, 1987, with wages retroactive to June 21, 1985, covering 8,306 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 21/85</u>	<u>June 21/86</u>	<u>June 21/87</u>
General Increases		3.75%	3.5%	1.6%
PM-1		\$12.12-\$14.84 (\$11.69-\$14.30)	\$12.54-\$15.36	\$12.74-\$15.61
PM-6		\$24.23-\$27.36 (\$23.36-\$26.37)	\$25.08-\$28.31	\$25.48-\$28.77

Maximum rates are reached on merit in 5 annual increases for PM-1 and 3 annual increases for PM-6.

Paid Vacation: 4 weeks after 9 (10) years of service.

Meal Allowance: \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

# PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (administrative services category): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 6,085 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/86</u>
General Increase		4.24%
Additional Adjustments		2% for Fire Services Advisors and Investigators 1 & 2; 1.21% for Welfare Field Worker 2

## Weekly Rates

Travel Counsellor 2 (36 1/4 hours per week)	\$392.43-\$436.18 (\$376.47-\$420.36)
Technical Consultant 1 (Minimum 36 1/4 hours per week)	\$826.34-\$1,015.47 (\$792.73-\$974.17)

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 3,328 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/86</u>
General Increase		32¢ + 1% compounded

Jan. 1/86

Additional Adjustments	16¢ for Cleaner 1; 18¢ for Laundry Workers 1 to 5, Food Service Helper, and Food Service Supervisor 1; 25¢ for Security Officers 1 to 3
------------------------	---

Cleaner 1 (40 hours per week)	\$9.00-\$9.17 (\$8.43-\$8.60)
----------------------------------	----------------------------------

Clerk 2, Supply (40 hours per week)	\$10.10-\$10.56 (\$9.68-\$10.14)
--	-------------------------------------

Weekly Rates

Area Supply Supervisor (Bargaining Unit) (36 1/4 hours per week)	\$644.12-\$691.86 (\$626.14-\$673.41)
--	--

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category): A 12-month renewal agreement effective from January 1, 1986, to December 31, 1986, covering 5,354 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/86</u>
	General Increase	28¢ + 1.9%
	Additional Adjustments	\$12 per week for Category 02C, 06 and Marine Engineers

Maintenance Electrician (40 hours per week)	\$13.22-\$13.56 (\$12.69-\$13.03)
--	--------------------------------------

Weekly Rates

Operator 1 Bindery Equipment (36 1/4 hours per week)	\$327.23-\$359.02 (\$310.98-\$342.18)
--	--

Highway Equipment Supervisor 3 (Minimum 36 1/4 hours per week)	\$752.00-\$819.10 (\$727.83-\$793.68)
--	--

Maximum rates are reached in annual steps on merit.

Tool Allowance: \$65 (\$55). Maintenance Welders, Machinist and Machinist Foreman/Foreman are now eligible.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 4,279 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/86

General Increase 4.2%

Weekly Rates

Psychometrist 1, \$436.41-\$516.78  
3 year B.A. (\$418.82-\$495.95)  
(36 1/4 hours per week)

Nurse 2, General \$545.85-\$623.47  
(40 hours per week) (\$523.85-\$598.34)

Psychologist 3 \$903.03-\$1,132.23  
(36 1/4 hours per week) (\$866.63-\$1,086.59)

Maximum rates are reached in annual steps on merit.

Note: The arbitration award covering the 1985 wage adjustment for Agricultural School lecturers 2 and 3, was handed down April 21, 1986, providing an additional 6%, retroactive to October 1, 1985.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 4,894 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective: Jan. 1/86

General Increase \$12.80 per week + 1.8%

Additional \$13 per week for Medical  
Adjustments Laboratory Technicians 1 to 4,  
X-ray Technicians 1A and 1B,  
Supervisor X-ray, and EEG  
Technicians 1 to 3; 2 step  
upgrading in salary grid for  
Conservation Officer/Resource  
Technician 3

Weekly Rates

(36 1/4 hours per week)

Library Technician 2 \$354.55-\$391.80  
(\$335.48-\$372.07)

Jan. 1/86

Vocational Training	\$760.99-\$930.07
Supervisor 1	(\$734.73-\$900.82)

Maximum rates are reached in annual steps on merit.

# LOCAL ADMINISTRATION

Etobicoke City Corporation - International Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 400 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 31/85</u>	<u>July 1/85</u>
	General Increases	5.1%	2.15%
	Fire Fighters 3rd Class	\$26,126 (\$24,857)	\$26,689
	Fire Fighters 1st Class	\$34,835 (\$33,143)	\$35,585
	District Chief	\$45,286 (\$43,086)	\$46,261
	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
	General Increases	4.3%	1.37%
	Fire Fighter 3rd Class	\$27,836	\$28,219
	Fire Fighter 1st Class	\$37,115	\$37,625
	District Chief	\$48,250	\$48,913

Health and Welfare:	Dental Plan - Effective April 1, 1986, coverage is based on the 1985 (1981) Ontario Dental Association fee schedule. Riders 1 and 2 of the Cumma Red Plan are added, with employer paying 100% of premium costs.
------------------------	--

North York City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 644 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/85</u>	<u>July 1/85</u>
	General Increases	4.6%	2.1%



	<u>Jan. 1/85</u>	<u>July 1/85</u>
<u>Annual Rates</u>		
Firefighter 4th Class	\$26,250 (\$25,096)	\$26,813
Firefighter 1st Class	\$35,000 (\$33,461)	\$35,750
Platoon Chief	\$52,500 (\$50,192)	\$53,625
Paid Holidays:	Effective December 31, 1985, 1 floating day is added for a total 12 (11) days.	
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$100 (\$75) every 24 months.	
	<u>Long Term Disability Plan</u> - Effective December 31, 1985, maximum benefit is \$3,500 (\$2,500) per month.	
	<u>Dental Plan</u> - Effective December 31, 1985, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Orthodontic services with a maximum lifetime benefit of \$2,000, and 50%-50% co-insurance is added (new).	
Fire College Expense Allowance:	\$37.50 (\$30) per week.	
<u>Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A):</u>		
A 24-month renewal agreement effective from January 1, 1986, to January 1, 1988, covering 346 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.		
<u>Wages:</u>	<u>Jan. 1/86</u>	<u>July 1/86</u>
Effective		
General Increases	4%	1.5%
Police Constable 4th Class-Level II	\$25,662.16 (\$24,675.15)	\$26,047.09
Police Constable 1st Class	\$36,429.69 (\$35,028.55)	\$36,976.13
Staff Inspector	\$54,280.24 (\$51,667.11)	\$55,094.43
Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases	4%	1%
Police Constable 4th Class-Level II	\$27,088.97	\$27,359.86
Police Constable 1st Class	\$38,455.18	\$38,839.73

	<u>Jan. 1/87</u>	<u>July 1/87</u>
Staff Inspector	\$57,682.77	\$58,259.60
Court Attendance Pay:	Double time, plus 1 day off (double time) for attending court during a scheduled vacation.	
Health and Welfare:	<u>Continuation of Benefits</u> - Employer pays 100% of all health and welfare premium costs for employee on maternity leave (new).	
Meal Allowance:	Effective January 1, 1986 \$5 (\$3) after 3 hours of overtime.	
Paid Legal Expenses (new):	Employer pays reasonable legal costs for eligible employee in certain criminal, statutory or civil cases arising out of the performance of their job.	

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC)  
(outside employees): A 20-month renewal agreement effective from April 24, 1986 to December 31, 1987, with wages retroactive to January 1, 1986, covering 315 employees, settled at the post mediation bargaining stage following a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
	General	50¢	4.5%
	Increases		
	Additional Adjustments	15¢ for Truck Driver "B", Vehicle Lube & Service Attendant and Rink Attendant "A", 25¢ for Carpenter	20¢ for Sewer Cleaning Machine & Sewer Rodding Machine
	Labourer	\$11.84 (\$11.34)	\$12.37
	Electronic Technician	\$16.93 (\$16.43)	\$17.69
Paid Vacation:	5 weeks after 18 (20) years of service. Effective October 1, 1986, employees leaving the service for reasons other than disability or approved early retirement receive 25% of vacation credits in each quarter of the calendar year worked until they terminate. (Previously, 1/12 of vacation credits for each month or part of a month thereof.) Effective January 1, 1987, 5 weeks and 1 day after 25 (27) years, 5 weeks and 2 days after 26 (28) years, 5 weeks and 3 days after 27 (29) years, 5 weeks and 4 days after 28 (30) years and 6 weeks after 29 (31) years.		
Health and Welfare:	<u>Dental Plan</u> - Effective May 1, 1986, maximum lifetime orthodontic benefit is \$1,500 (\$1,000). Plan is extended with improved Greenshield coverage. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.		

Addendum

February 1986 Settlement

Durham Regional Board of Commissioners of Police at Oshawa - Police Association (Ind.) (uniformed employees): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 383 employees, settled at the bargaining stage and ratified in February, 1986. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
	General Increases	4%	1.458%
	<u>Annual Rates</u>		
	Constable 4th Class	\$27,121 (\$26,078)	\$27,516
	Constable 1st Class	\$36,419 (\$35,018)	\$36,950
	Staff Sergeant	\$43,703 (\$42,022)	\$44,340
Shift Premium:	Employee who works a 3-shift or more rotation receives \$225 (\$200) annually.		
Paid Vacation:	7 weeks after 30 years of service (new). 6 weeks after 24 (25) years.		
Health and Welfare:	<u>A. D. &amp; D.</u> - Benefit is 6 (4) times employee's regular salary.		
Mileage Allowance:	50¢ (40¢) per mile one way.		



ISSN 0829-7800



ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
MAY 1986

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

### Page

Highlights .....	i
Index to Settlements Reported .....	145
May 1986 Settlements	
Rubber and Plastics Products .....	149
Textile .....	150
Printing, Publishing and Allied .....	150
Metal Fabricating .....	151
Machinery .....	154
Transportation Equipment .....	154
Electrical Products .....	157
Non-Metallic Mineral Products .....	157
Chemical and Chemical Products .....	158
Mines .....	160
Transportation .....	161
Electric Power, Gas and Water Utilities .....	163
Finance, Insurance and Real Estate .....	166
Education and Related Services .....	167
Health and Welfare Services .....	174
Services to Business Management .....	176
Personal Services .....	178
Federal Administration .....	179
Provincial Administration .....	182
Local Administration .....	183
Construction .....	189
Addenda	
December 1985 Settlement .....	192
April 1986 Settlements .....	194





## Highlights

### Gas Distribution

The Energy and Chemical Workers union settled in mid-May with Consumers Gas, Provincial Gas and Ottawa Gas jointly for 843 employees in central and southeastern Ontario, Niagara region and Ottawa area. The three agreements involved will run for 2 years to April 30, 1988.

The settlement provided for pay increases of 4.5 percent on April 27, 1986 and 3.5 percent on May 3, 1987. Other terms included:

- A 10-cent an hour increase to raise the second shift differential to 60 cents and the third shift differential to 85 cents.
- An additional paid holiday, for a total of 14 days a year.
- A first-time provision for a paid 3-day marriage leave.
- A \$1.00 increase to \$7.00 for overtime meal allowances.
- Addition of restorative and orthodontic services in the dental plan, with 50%-50% co-insurance.

The Energy and Chemical Workers union also settled with Union Gas for 920 operating and salaried employees in southwestern Ontario. The two agreements involved will run for 2 years ending December 31, 1987.

Operating employees received wage increases of 4.5 percent on May 18, 1986 and 3.5 percent on January 4, 1987; and salaried employees, 3 percent and 2 percent on these dates. Both groups received a signing allowance equal to 4.5 percent of base rates for all hours paid between January 1 and May 18, 1986. Salaried employees obtained two additional lump-sum payments equal to 1.5 percent of salary earned up to May 18 and December 1986, payable in June 1986 and January 1987. The cost-of-living provision in both agreements was continued to provide quarterly adjustments at 1 cent an hour for each 0.265 point rise above 9 percent of the December 1986 Consumer Price Index (1971=100).

Other terms included:

- A total increase of 23 cents an hour in shift premiums and 6 cents in Sunday premium over the term of the agreements.
- A \$2 increase in the pay for a 24-hour stand-by on off days.
- A fifth paid personal day off; and elimination of a paid holiday in February.
- A new vision care plan, with a maximum claim of \$60 every 24 months.
- Improved formula to calculate pension benefits on average earnings for the best 36 months, instead of 60 months; a new early retirement bridging benefit calculated at \$8.14 a month for each year of service to

a maximum of 35 years; and an extra 2 days of paid pre-retirement leave for employees aged 62 to 65.

### **Community College Faculty**

Ontario's 22 Colleges of Arts and Technology reached a 2-year agreement with the Ontario Public Service Employees Union, that will expire August 31, 1987. The 7,600 teachers, counsellors and librarians covered received salary increases of 4 percent on September 1, 1985 and 3 percent on September 1, 1986. In addition, the pay range for librarians was extended from 6 to 9 steps to increase the maximum salary for a Librarian 1 to \$38,554 and to \$42,895 for a Librarian 2, by September 1, 1987.

The settlement addressed the issue of workload that led to a 24-day faculty strike two years ago. The new workload formula, which takes effect on September 1, 1986, will limit teaching time to a maximum of 44 hours a week, including a 5-hour allowance for out-of-class assistance students and routine administrative duties; and class preparation time to 4 different courses or 6 different sections. In addition, lump-sum payments of up to \$1,000 for full-time faculty members and \$500 for partial-load employees were provided to compensate for workload during September 1985 to August 1986. A related provision will restrict overtime to one teaching hour or three total workload hours a week, paid at 0.1 percent of annual salary for each overtime hour.

Other terms established premium pay at time and a half for weekend work, 10 days a year for professional development, and increased vacation entitlement for counsellors to a maximum of 42 days, from 32 days.

Index to Settlements Reported, May 1986

Employer and Location	Union	Page
American Can Canada Inc., Simcoe	United Steelworkers (AFL-CIO/CLC) (maintenance and production empls.)	151
Bruce County Board of Education, Chesley	Ont. Secondary School Teachers' Fed. (Ind.)	167
Canadian A.S.E. Limited, Toronto	United Steelworkers (AFL-CIO/CLC)	154
Canadian National Institute for the Blind, Ontario Div., province-wide	Service Employees Intl. (AFL- CIO/CLC)	178
Canadian Press and Broadcast News Limited, Toronto and Ottawa	Newspaper Guild (AFL-CIO/CLC)	177
Canadian Standards Assn., Toronto	CUPE (CLC)	176
Carleton Board of Education, Nepean	Ont. Secondary School Teachers' Fed. (Ind.) (secondary school occasional teachers)	168
CKR Inc., Colgate-Palmolive Canada Div., Toronto	Teamsters (Ind.)	158
Consumer's Gas Company, Toronto and other central and southeastern Ontario centres (operating and maintenance empl.), Ottawa Gas, Ottawa Region (operating and office empl.) and Provincial Gas Company, Niagara Regional Municipality (operating and maintenance empl.)	Energy and Chemical Workers (CLC)	163
Crane Canada Inc., Brantford	United Steelworkers (AFL-CIO/CLC)	153
Dorr-Oliver Canada Ltd., Orillia	United Steelworkers (AFL-CIO/CLC)	154
Dow Chemical Canada Inc., Sarnia	Energy and Chemical Workers (CLC)	159
Durham Region Roman Catholic Separate School Board, Oshawa	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	169
Electrical Power Systems Construction Assn., province-wide	Electrical Power Systems Con- struction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction)	189
Electrical Power Systems Construction Assn., province-wide	Electrical Workers (IBEW) (AFL- CIO/CFL) (Transmission System Construction)	190

Index to Settlements Reported, May 1986

Employer and Location	Union	Page
Falconbridge Limited, Falconbridge	United Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	160
Ford Glass Ltd., Fabricated Products Div., Vaughan Township	Teamsters (Ind.)	157
Glengarry Transport Ltd., Operations Div., Alexandria	Food and Commercial Workers (AFL- CIO/CLC)	161
G.U.S. Canada Inc., various locations in Ontario, New Brunswick, Nova Scotia and Quebec	Food and Commercial Workers (AFL- CIO/CLC)	194
London City Board of Commissioners of Police	Police Assn. (Ind.)	183
Metropolitan Separate School Board, Toronto	CUPE (CLC) (teachers aides)	170
Midas Canada Inc. and International Parts Manufacturing Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	155
Norfolk Hospital Assn., Simcoe	Service Employees Intl. (AFL-CIO/ CLC) (full-time and part-time service empls.)	174
North York City Corp.	Ont. Fire Fighters (Ind.)	184
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Internes and Residents of Ont. (Ind.)	175
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees Union (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	173
Ontario Government, province-wide	Ont. Provincial Police (Ind.) (police officers)	182
Ontario Housing Corp. and other Housing Authorities, province-wide except Metro Toronto	CUPE (CLC) (office and mainte- nance empls.)	166
Ontario Industrial Roofing Contractors Assn., province-wide	Ont. Sheet Metal Workers' Confer- ence, Roofers Section (AFL-CIO/ CFL) (industrial, commercial and and institutional construction)	191

Index to Settlements Reported, May 1986

Employer and Location	Union	Page
Ontario Mechanical Constructors Assn., province-wide	Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	191
Shawwa City Corp.	CUPE (CLC) (full-time and part time inside empls.)	184
Shawwa City Corp., Public Works Department, Maintenance and Traffic Engineering Divs., and Community Services Department, Parks, Recreation and Arenas Divs.	CUPE (CLC)	186
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.)	187
Arnell Foods (1981) Limited, Toronto and vicinity	Rubber Workers (AFL-CIO/CLC)	178
Watsons & Baldwins Canada Inc., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	150
CL Packaging Ltd., Oakville	Energy and Chemical Workers (CLC)	158
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man.	Public Service Alliance (CLC)	152
Simcoe County Roman Catholic Separate School Board, Barrie	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	170
Southam Inc., Windsor Star Div.	Joint Council of Unions (AFL- CIO/CLC)	150
Steinberg Inc., Ottawa and other centres in Ont., Hull and Pointe- Gatineau, Que.	Food and Commercial Workers (AFL- CIO/CLC)	192
Supreme Industries Inc., Pickering and Scarborough	Employees' Assn. (Ind.)	153
TM Canada Inc., London	Auto Workers (CLC)	149
Toronto City Board of Education	CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	171
Toronto City Board of Education	CUPE (CLC) (office and clerical empls. and librarians)	172
Treasury Board of Canada	Public Service Alliance (CLC) (administrative services group)	179



Index to Settlements Reported, May 1986

Employer and Location	Union	Page
Treasury Board of Canada	Public Service Alliance (CLC) (correctional group, supervisory and non-supervisory empls.)	180
Treasury Board of Canada	Public Service Alliance (CLC) (education group)	181
Treasury Board of Canada	Public Service Alliance (CLC) (office equipment operations group)	182
TRW Canada Ltd., Thompson Products Div., St. Catharines	Employees' Assn. (Ind.)	156
Union Carbide Canada Ltd., Carbon Products Metals, Welland	Electrical Workers (UE) (CLC) (plant empls.)	157
Union Gas Ltd., southwestern Ontario	Energy and Chemical Workers (CLC) (hourly and salaried empls.)	164
Victoria Hospital Corp., London	Office and Professional Empls. (AFL-CIO/CLC)	175
Windsor City Corp.	Ont. Fire Fighters (Ind.)	188
York Region Board of Education, Aurora	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	194

# RUBBER AND PLASTICS PRODUCTS

3M Canada Inc. at London - Local 27, Auto Workers (CLC): A 36-month renewal agreement effective from May 5, 1986 to May 7, 1989, covering 334 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 5/86	May 1/87	May 1/88
	General Increases	30¢	28¢	27¢
	COLA Fold-in	\$1.16		
	Skilled Trades Adjustments	12¢	12¢	11¢
	Group D (Production Helper)	\$14.04 (\$12.58)	\$14.32	\$14.59
	Group I (includes Journeyman Electrician)	\$16.00 (\$14.42)	\$16.40	\$16.78

**Cost of Living Allowance:** 1¢ per 0.125 point change in the Consumer Price Index - 1981=100, using the April 1986 index as the base. (Previously, 1¢ per 0.3 point change in the CPI - 1971=100). Adjusted quarterly. Effective May 1, 1988, 1¢ per 0.110 point change in the CPI - 1981=100.

**Weekend Work (new):** Employees working two 12 hour shifts on weekends year round receive 40 hours' pay and full benefits for 24 hours of work.

**Shift Premium:** 0-40¢-40¢ (0-30¢-30¢).

**Health and Welfare:** Life Insurance and A. D. & D. - Maximum benefit is \$23,000 (\$20,000). Effective May 1, 1987, \$24,000. Effective May 1, 1988, \$25,000.

Weekly Indemnity - Maximum benefit is \$355 (\$315) per week. Effective May 1, 1987, \$365. Effective May 1, 1988, \$375.

Long Term Disability - Benefit is 50% of regular monthly earnings to a maximum of \$1,300 (\$1,000) per month.

Drug Plan - Effective July 1, 1986, drug card plan introduced, with a 35¢ deductible per prescription. (Previously, drugs were subject to the \$10/\$20 annual deductibles of the major medical plan.)

Dental Plan - Effective in each contract year, coverage is updated to the current year's Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (\$750). Effective May 1, 1988, co-insurance factor eliminated (previously, 75%-25% co-insurance).

**Pension Plan:** New non-contributory plan introduced.

Basic Benefit - \$15 per month per year of service. Effective May 1, 1987, \$16. Effective May 1, 1988, \$18.

Early Retirement Supplement - Employees at 62 years of age or more, with 30 years of service, receive \$750 per month supplement to age 65.

TEXTILE

Patons & Baldwins Canada Inc. at Toronto - Local 836, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 4/86</u>	<u>May 3/87</u>
	Increases		
	Hourly Rated Employees	32¢	35¢
	Piece Work Employees	3.5%	3.75%
	Additional Adjustment	Skilled trades classifications revised	
	Labourer	\$7.71-\$7.845 (\$7.39-\$7.525)	\$8.06-\$8.195
	Mechanic #2	\$10.72-\$10.86 (\$10.40)	\$11.07-\$11.21

Maximum rate for Labourer is reached after 1 year, and for Mechanic #2 after 6 months (previously, after 2-month probationary period).

Paid Vacation: 4 (3) weeks at 8% after 12 years of service and 5 weeks after 23 (24) years.

Health and Welfare: Drug Plan - Annual deductibles are \$50 (unchanged) for single coverage and \$50 (\$100) for family coverage.

Dental Plan (new) - Effective August 1, 1986, employer pays 100% of premium costs for plan equivalent to Blue Cross #7, with 80%-20% co-insurance. Coverage is based on the 1986 Ontario Dental Association fee schedule, with an annual deductible of \$50 for single or family coverage.

Safety Shoe Allowance: Employer pay 70% (60%) of cost to a maximum of \$40 (\$30) for 1 pair per year, or, for employees required to wear rubber boots, 70% (60%) of cost to a maximum of \$20 (\$15) per pair twice per year.

PRINTING, PUBLISHING AND ALLIED

Southam Inc., Windsor Star Div. - Various locals, Joint Council of Unions (AFL-CIO/CLC)\*: Nine 24-month renewal agreements effective from January 1, 1986 to December 31, 1987, covering 300 employees, settled with mediation assistance. Duration of negotiations - 7 months.

\* Includes the Graphic Communications Union (GCU), Typographical Union (ITU) and The Newspaper Guild (TNG).

Wages:	Effective	Jan. 1/86	Jan. 1/87
	Increases	4.25%, except Engraver*	4.75%, except Engraver*
<u>Weekly Rates</u>			
<u>Circulation and Editorial Department (TNG)</u>			
	Office Messenger	\$294.02 (\$282.03)	\$307.98
	District Representative	\$409.04-\$678.11 (\$392.36-\$650.47)	\$428.47-\$710.32
	Reporter 5 years	\$434.38-\$703.45 (\$416.67-\$674.77)	\$455.01-\$736.86
	Senior Editor	\$824.12 (\$790.52)	\$863.26
<u>Mechanical Trades (GCU and ITU)</u>			
	Journeyman Pressman	\$679.19 (\$651.50)	\$711.45
* Effective January 1, 1986, Engraver to receive the same dollar increase as Journeyman. Effective May 9, 1986, \$17.50 per week. Effective January 1, 1987, \$20.			
Maximum rates for District Representative and Reporter are reached after 5 years.			
Night Shift Premium:	\$17 (\$16) per week. Effective January 1, 1987, \$18.50.		
Lobster Shift Premium:	\$25 (\$20) per week.		
Paid Vacation:	Effective January 1, 1987, 4 weeks after 7 (8) years of service, 5 weeks after 15 (16) years, and 6 weeks after 27 (28) years. Employees with 30 or more years of service receive 2 additional days of vacation each year (new).		
Bereavement Leave:	1 day's paid leave to attend funeral of brother/sister-in-law (new).		
Health and Welfare:	Vision Care (new) - Maximum claim for eyeglasses, contact lenses and fittings is \$75 every 24 months.		

#### METAL FABRICATING

American Can Canada Inc. at Simcoe - Local 8995, United Steelworkers\* (AFL-CIO/CLC)  
 (maintenance and production employees): A 36-month renewal agreement effective from March 17, 1986 to March 18, 1989, covering 240 employees, settled with mediation assistance. Duration of negotiations - 3 months.

\* Previously, Fed. Can Workers Union - CLC Directly Chartered.

Wages: No increase in rates that were in effect at the expiry of the previous agreement.

Effective Mar. 17/86

Job Grade 1 \$13.83  
(includes Labourer)

Job Grade 23 \$16.728  
(includes Diemaker)

Start Rate (new) - New hires in jobs other than Skilled Trades receive 20% less than job rate for the first year, and 10% less for the second year.

Cost of Living Allowance: 1¢ per .295 point change in the U.S. Consumer Price Index - W - 1967=100, using the December 1985 index as the base. Adjusted quarterly, and folded in annually. (Previously, 1¢ per full 0.325 point change in the Consumer Price Index - 1961=100.)

Health and Welfare: Weekly Indemnity - Effective April 1, 1986, benefit is \$270-\$330 (\$255-\$315) per week. Effective April 1, 1987, \$285-\$345.

Pension Plan: Basic Benefit - Effective April 1, 1986, \$22.50 (\$21.50) per month per year of service. Effective April 1, 1988, \$23.50.

Bridging Benefit (new) - Effective April 1, 1986, \$8 per month per year of service, to a maximum of 30 years. Effective January 1, 1989, \$13.50.

Royal Canadian Mint at Ottawa, Ontario, Hull, Quebec, and Winnipeg, Manitoba - Public Service Alliance (CLC): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 475 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/86 Jan. 1/87

General Increases 4% 3.5%

Annual Rates

Order Process Clerk \$16,544-\$18,053 (\$15,908-\$17,359) \$17,123-\$18,685

Senior Technical Analyst (M.I.S.) \$39,260-\$43,160 (\$37,750-\$41,500) \$40,634-\$44,671

Hourly Rates

Electrician \$14.98 (\$14.40) \$15.50

Maximum rate for Order Process Clerk and Senior Technical Analyst is reached after 4 years.



Shift Premium: 0¢-45¢-55¢ (0¢-40¢-50¢).

Paid Vacation: 4 weeks after 8 (9) years of service.

Paid Maternity Leave: 2 weeks at 93% (100%) of weekly rate, plus up to a maximum of 15 additional weeks at the difference between 93% of weekly rate and UIC benefit (new).

Health and Welfare: OHIP - Employer pays 66 2/3% (50%) of premium costs.

Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective June 2, 1986, employer pays 100% (90%) of premium costs. Effective January 1, 1987, coverage is based on the 1987 O.D.A. fee schedule.

Supreme Industries Inc. at Pickering and Scarborough - Employees' Association (Ind.):  
A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages: Effective Apr. 1/86 Apr. 1/87

General Increase 4% Wage Reopener

Weekly Rates  
(36 hours per week)

Grade 12 (includes Jr. Clerk) \$246.33-\$273.70  
(\$236.86-\$263.17)

Grade 6 (includes Tool & Die Maker) \$429.29-\$476.99  
(\$412.78-\$458.64)

Maximum rates are reached on merit.

Hours of Work: 3-day (4-day) work week during a week when a statutory holiday occurs.

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule.

Crane Canada Inc. at Brantford - Local 7480, United Steelworkers (AFL-CIO/CLC) (plant and office employees): A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 215 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages: Effective Apr. 1/86 Oct. 1/86 Apr. 1/87 Oct. 1/87

General Increases 30¢ 10¢ 3% 2%

Assembler \$8.31 (\$8.01) \$8.41 \$8.66 \$8.83

Electrician-Electronics \$12.31 (\$12.01) \$12.41 \$12.78 \$13.04

Health and Welfare: United Steelworkers Health and Welfare Fund - Employer contributes 78¢ (73¢) per hour worked. Effective April 1, 1987, 83¢.

Pension Plan: Basic Benefit - Effective May 15, 1986, \$9 (\$8) per month per year of service. Effective April 1, 1987, \$10.

#### MACHINERY

Dorr-Oliver Canada Limited at Orillia - Local 4697, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 275 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
General Increases		3%	3.5%	4%
Group 1 (includes Labourer)		\$9.63 (\$9.35)	\$9.97	\$10.37
Group XIV (Toolmaker)		\$13.23-\$13.39 (\$12.84-\$13.00)	\$13.69-\$13.86	\$14.24-\$14.41

Maximum rate for Group XIV is reached after 6 months.

Health and Welfare: Life Insurance for Retirees - Effective January 1, 1987, benefit is \$3,000 (\$2,000).

Dental Plan - Coverage continues to be updated annually to the previous year's Ontario Dental Association fee schedule.

Safety Shoe Allowance: Effective January 1, 1987, \$55 (\$50) per year. Effective January 1, 1988, \$60.

#### TRANSPORTATION EQUIPMENT

Canadian A.S.E. Limited at Toronto - Local 8694, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 16, 1986\* to May 15, 1989, with wages retroactive to December 12, 1985, covering 330 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 1/2 months.

\* Previous agreement expired December 11, 1985.

Wages:	Effective	<u>Dec. 12/85</u>	<u>June 12/86</u>	<u>Dec. 12/86</u>
Increases		50¢-85¢	20¢ for Level 4	20¢-85¢
Job Level 4 (3) (includes Assembler)		\$7.80 (\$7.30)	\$8.00	\$8.40
Job Level 13 (12) (Tool and Die Maker "A")		\$16.85 (\$16.00)	\$16.85	\$17.70

Effective	<u>June 12/87</u>	<u>Dec. 12/87</u>
Increases	20¢ for Level 4	40¢-90¢
Job Level 4	\$8.60	\$9.00
Job Level 13	\$17.70	\$18.60
Cost of Living Allowance:	1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, using the December 1985 index as the base. Triggers at 8%. Capped at 20¢. Adjusted annually. (Basic formula is unchanged. Formula did not trigger.)	
Lead Hand Premium:	35¢ (30¢) above basic hourly rate for employees in Job Levels 4 to 12 and 55¢ (50¢) for employees in Job Level 13.	
Paid Holidays:	Effective December 12, 1986, 2 half days added for a total of 12 (11) days.	
Health and Welfare:	<u>Life Insurance and A. D. &amp; D. - Effective June 1, 1986, benefit is \$20,000 (\$15,000).</u>  <u>Dental Plan - Effective May 18, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective May 18, 1987, the 1986 O.D.A. fee schedule. Effective May 18, 1988, the 1987 O.D.A. fee schedule. Effective May 18, 1986, \$25-\$50 deductible is eliminated.</u>	

<u>Midas Canada Inc. and International Parts Manufacturing Limited at Toronto - Local 6727, United Steelworkers (AFI-CIO/CLC): A 36-month renewal agreement effective from April 1, 1986 to March 31, 1989, covering 228 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.</u>			
Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u> <u>Apr. 1/88</u>
	General Increases	50¢	60¢      70¢
	General Help	\$11.07 (\$10.57)	\$11.67      \$12.37
	Machinist A	\$13.07 (\$12.57)	\$13.67      \$14.37
Income Protection Provision (new):	Effective April 1, 1988, \$75 per 0.5 point increase in the Consumer Price Index - 1981=100, based on the average index between March 31, 1987 and March 31, 1988. Triggers at 6%.		
Health and Welfare:	<u>Life Insurance - Benefit is \$13,000 (\$12,000). Effective April 1, 1987, \$14,000. Effective April 1, 1988, \$15,000.</u>  <u>Weekly Indemnity - Benefit is \$210 (\$200) per week. Effective April 1, 1987, \$220. Effective April 1, 1988, \$230.</u>  <u>Dental Plan - Effective in each contract year, coverage is updated to the current year's (1983) Ontario Dental Association fee schedule.</u>		

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective April 1, 1987, \$10. Effective April 1, 1988, \$11.

TRW Canada Ltd., Thompson Products Division at St. Catharines - Employees' Association (Ind.) (hourly rated plant employees): A 36-month renewal agreement effective from May 1, 1986 to April 30, 1989, covering 820 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/86</u>	<u>May 1/87</u>	<u>May 1/88</u>
Adjustment	Classifica- tions reduced to 47 (107) and upgraded			
COLA Fold-in				87¢
General Increases	3%	3%	3%	
General Labour	\$12.52 (12.157)	\$12.89	\$14.18	
Master Maker	\$15.61 (15.160)	\$16.08	\$17.46	

Lump Sum Settlement Payment: \$400 per employee on date of ratification.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the January 1986 index as the base. Adjusted quarterly with September adjustment reinstated. (Basic formula is unchanged. Previously September adjustments suspended.)

Shift Premium: 0-45¢-55¢ (0-35¢-45¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$15,000 (\$10,000).

Weekly Indemnity - Benefit is \$330 (\$310) per week. Effective May 1, 1987, \$340. Effective May 1, 1988, \$350.

Vision Care - Maximum claim is \$100 (\$80) every 24 months.

Hearing Aid - Maximum claim is \$400 (\$200) once per lifetime.

Dental Plan - Coverage continues to be updated to the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - For retirements effective May 1, 1986, \$19 (\$16) per month per year of service. Effective May 1, 1987, \$20. Effective May 1, 1988, \$21.

Supplemental Benefit - For retirements effective May 1, 1986, \$16 (\$15) per month per year of service. Effective May 1, 1987, \$17. Effective May 1, 1988, \$18.

Lifetime Supplementary Benefit - Eliminated. (Previously \$2 per month per year of service).

## ELECTRICAL PRODUCTS

Union Carbide Canada Limited, Carbon Products Metals at Welland - Local 523,  
Electrical Workers (UE) (CLC) (plant employees): A 24-month  
 renewal agreement effective from April 1, 1986 to March 31, 1988,  
 covering 365 employees, settled with mediation assistance.  
 Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
	General Increases	3%	3%
	Yard Labourer	\$14.21 (\$13.80)	\$14.64
	Lift Truck Operator	\$14.72 (\$14.29)	\$15.16
	Electrician A	\$17.72 (\$17.20)	\$18.25

Saturday  
 Premium: \$3 (\$2) per hour worked.

Health and  
 Welfare: Non-Occupational Disability Plan - Benefit is \$320 (\$310) per  
 week. Effective April 1, 1987, \$330.

## NON-METALLIC MINERAL PRODUCTS

Ford Glass Ltd., Fabricated Products Division at Vaughan Township - Local 1985,  
Teamsters (Ind.): A 31-month renewal agreement effective from  
 May 7, 1986\* to November 30, 1988, covering 236 employees,  
 settled with mediation assistance during a work stoppage.  
 Duration of negotiations - 6 1/2 months.

\* Previous agreement expired November 30, 1985.

Wages:	Effective	<u>May 7/86</u>	<u>Dec. 1/86</u>	<u>Dec. 1/87</u>
	General Increases	50¢	50¢	60¢
	Operator 2 (includes Packer & Glass Handler)	\$11.12 (\$10.62)	\$11.62	\$12.22
	Electrician	\$14.26 (\$13.76)	\$14.76	\$15.36

Cost of Living  
 Allowance: 1¢ per 0.3 point change increase in the Consumer Price Index -  
 1971=100, using the average CPI for September, October and  
 November 1986 as the base. Triggers at 5% annually. Adjusted  
 quarterly. (Basic formula is unchanged. Formula did not  
 trigger.)



Health and Welfare: Life Insurance - Effective June 1, 1986, benefit is \$22,000 (\$21,000). Effective December 1, 1986, \$23,000. Effective December 1, 1987, \$24,000.

Vision Care - Maximum claim is \$75 (\$60) every 24 months.

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective December 1, 1987, the 1986 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$14.25 (\$13.50) per month per year of service. Effective December 1, 1986, \$15. Effective December 1, 1987, \$16.50.

Current Retirees - Effective December 1, 1986, benefits are increased by 25¢ per month per year of credited service. Effective December 1, 1987, an additional 25¢.

#### CHEMICAL AND CHEMICAL PRODUCTS

PCL Packaging Limited at Oakville - Local 593, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 243 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 1/86	Jan. 1/87
General Increases		5%	4%
Utility-Maintenance		\$7.39-\$7.68 (\$7.04-\$7.31)	\$7.69-\$7.98
Mech/Electrician		\$13.53-\$13.78 (\$12.89-\$13.12)	\$14.07-\$14.33

Maximum rates are reached after 6 months.

Paid Holidays: Effective January 1, 1987, Easter Sunday is added for a total of 11 (10) days.

Saturday Premium: 75¢ (50¢) per hour.

Certificate Premium (new): 50¢ per hour for certified trades employees.

CKR Inc., Colgate-Palmolive Canada Divison at Toronto - Local 809, Teamsters (Ind.): A 37-month renewal agreement effective from May 26, 1986\* to June 20, 1989, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1/2 month.

\* Previous agreement was scheduled to expire June 20, 1986.

Wages:	Effective	June 21/86	June 21/87	June 21/88
General Increases		4.41%	4.05%	4.05%

	<u>June 21/86</u>	<u>June 21/87</u>	<u>June 21/88</u>
Additional Adjustments	1¢-15¢ per hour according to job classification	1¢-15¢ per hour according to job classification	1¢-15¢ per hour according to job classification
Finisher	\$12.935** (\$11.620)	\$13.520	\$14.080
Stationary Engineer 2nd Class	\$17.355 (\$16.480)	\$18.210	\$19.100

\*\* Prior to the general wage increase, Finisher rate was adjusted to \$12.425. Similar adjustments were made to Lead Finisher and Factory Clerk rates.

Previous rates reflect COLA fold-ins during the term of the previous agreement.

Cost of Living Provision:	Inoperative. (Previously, 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted quarterly and folded in annually. Capped at 60¢, 60¢ and 80¢ each year.)
Shift Premium:	0-3.5%-4.5% of average basic hourly rate (unchanged).
Reporting Pay:	6 (4) hours' pay at straight time hourly rate.
Paid Vacation:	5 weeks after 18 (20) years of service. One additional week in 25th, 30th, 35th, 40th and 45th anniversary year (new).
Safety Shoe Allowance:	Maximum \$80 (\$60) per year.
Tool Allowance (new):	Maximum \$1,000 to replace tools owned by tradesmen, if lost due to fire in the plant.

Dow Chemical Canada Inc. at Sarnia - Local 672, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from March 1, 1986 to February 28, 1988, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
General Increases		4%	3%
Utility "A"		\$12.04 (\$11.58)	\$12.40
Lead Journeyman		\$17.50 (\$16.83)	\$18.03
Chief Operator		\$18.86 (\$18.13)	\$19.42

Lump Sum Settlement Payment: Effective March 1, 1987, \$500 per employee.

Shift Premium: 8-Hour Shifts - 0-66¢-\$1.15 (0-63¢-\$1.11). Effective March 1, 1987, 0-67¢-\$1.19.  
12-Hour Shifts - 44¢-98¢ (42¢-94¢). Effective March 1, 1987, 45¢-\$1.01.

Health and Welfare: OHIP - Employer contributes \$14.88 per month toward premium cost for single coverage and \$29.75 for family coverage. (Previously, company policy).

Life Insurance - Benefit is \$33,000-\$54,000 (\$38,000-\$50,000), depending on classification.

Weekly Indemnity - Benefit is \$285-\$470 (\$280-\$450) per week, depending on classification. Effective March 1, 1987, \$295-\$485.

Long Term Disability - Benefit is \$1,150-\$1,850 (\$1,150-\$1,750) per month, depending on classification. Effective March 1, 1987, \$1,200-\$1,900.

# MINES

Falconbridge Limited at Falconbridge - Local 6855, United Steelworkers (AFL-CIO/CLC)  
 (office, clerical and technical employees): A 36-month renewal agreement effective from March 1, 1986 to March 1, 1989, covering 365 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
COLA Fold-in		50¢ per hour	
Job Class Increment		\$16.15 per week (\$15.00)	\$17.30
<u>Weekly Rates</u> (40 hours per week)			
Job Class 3 (Clerk Typist 1)		\$380.75-\$396.90 (\$359.60-\$374.60)	\$381.90-\$399.20
Job Class 11 (includes Mine Survey Instrument Man)		\$493.80-\$526.10 (\$464.60-\$494.60)	\$503.00-\$537.60
Job Class 17 (Design Draftsman)		\$590.70-\$623.00 (\$554.60-\$584.60)	\$606.80-\$641.40
Effective		<u>Mar. 1/88</u>	<u>Feb. 28/89</u>
COLA Fold-in			\$1.35
Job Class Increment		\$18.45	
Job Class 3		\$383.05-\$401.50	\$437.05-\$455.50

	<u>Mar. 1/88</u>	<u>Feb. 28/89</u>
Job Class 11	\$512.20-\$549.10	\$566.20-\$603.10
Job Class 17	\$622.90-\$659.80	\$676.90-\$732.25

Maximum rate for Job Class 3 is reached after 6 months, and for Job Class 11 and 17, after two 6-month increases.

Cost of Living Allowance: 50¢ of the \$1.85 COLA generated under the previous agreement is folded in on March 1, 1986, and the remaining \$1.35 is folded in on February 28, 1989.

1¢ per 0.35 point change in the Consumer Price Index - 1961=100, using the December 1985 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Sunday Premium: \$1.50 (\$1.25) per hour.

Shift Premium: 30¢ (25¢) per hour worked during afternoon shift outside the employee's regularly scheduled shift, 32.5¢ (27.5¢) during evening shift and 35¢ (30¢) during night shift.

Christmas Bonus (new): \$100 per employee hired before September 1st in the year prior to Christmas.

Paid Union Leave: 3 (2) days for Union President in Nickel Division, Sudbury Operations.

Health and Welfare: Dental Plan: Coverage is based on the 1985 (1982) Ontario Dental Association fee schedule. Effective March 1, 1988, the 1986 O.D.A. fee schedule.

Continuation of Benefits - Employer pays premium costs for Drug, Vision and Dental Plans for employee who retired on or after 1973 and for spouse; and for OHIP, Dental and Drug Plan for employee on LTD (new).

Pension Plan: Basic and Supplemental Benefits - Effective January 1, 1987, \$19 (\$17) per month per year of service. Effective March 1, 1988, \$20. Effective in 1987, supplemental pension maximum is \$570 per month. Effective in 1988, \$600.

Early Retirement - Employee whose age plus years of service equals 90 may retire early without actuarial reduction (previously, pension was reduced).

## TRANSPORTATION

Glengarry Transport Limited, Operations Division, at Alexandria - Local 205, Food and Commercial Workers (AFL/CIO-CLC)\*: A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

\*Previously, Local 186, National Council of Canadian Labour (Ind.).

Wages:	Effective	Jan. 1/86	Jan. 1/87	Jan. 1/88
General Increases		20¢	40¢	50¢
Tire Man		\$13.00 (\$12.80)	\$13.40	\$13.90
Skilled Mechanic		\$14.51 (\$14.31)	\$14.91	\$15.41

Mileage Rates - Drivers on highway operations and Load and Go Drivers: 29.94¢ - 30.34¢ (29.52¢-29.94¢) per mile, depending on number of axles. Effective January 1, 1987, 30.74¢-31.14¢. Effective January 1, 1988, 31.74¢-32.14¢. 1¢ (1/5¢) added to applicable axle rate for double hook-up under 68 feet, and 3¢-5¢ (2¢) over 68 feet.

Hourly rated and mileage rated work performed in the United States will be paid in accordance with current rates in the U.S. National Master Freight Agreement.

Part-time Rate - \$10.95 (\$10.75) per hour. Effective January 1, 1987, \$11.35. Effective January 1, 1988, \$11.85.

Student Rate - \$8.00 (\$10.75) per hour. Effective January 1, 1987, \$8.40. Effective January 1, 1988, \$8.90.

Non Terminal Drops or Pickups - \$5.15-\$21.15 (\$5.05-\$20.85) per mile depending on distance, one-way. Effective January 1, 1987, \$5.30-\$21.80. Effective January 1, 1988, \$5.50-\$22.60.

Cost of Living Allowance: 10¢ per hour and 0.25¢ per mile driven for each 1% rise in the Consumer Price Index - 1971=100, above the base index month of September in each year. Triggers at 5% annually. Payable as a lump sum in November of each year. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium (Maintenance Employees): 45¢ per hour for shift starting between 12 p.m. and 5 a.m., 50¢ for shift starting between 6 p.m. and 5 a.m. (Previously, 35¢ per hour for work performed between 10 p.m. and 4 a.m.)

Saturday/Sunday Premium (Hourly Rated Employees): Time and one-half (time and one-quarter) for work performed between 8 a.m. and midnight Saturday, and double time (time and one-half) between 12:01 a.m. and 10 p.m. (8 p.m.) Sunday.

Overtime Pay (Drivers): One and one-half times the regular mileage rates for miles driven in excess of 500 miles in one shift or 2300 miles in one week (new).

Paid Holidays: 9 hours pay for statutory holidays paid to drivers on the incentive program (new).

Jury Duty Pay: 9 hours pay per day for incentive drivers (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$16,000), \$5,000 (\$2,500) for spouse and \$2,500 (\$1,000) for child.



Weekly Indemnity - Maximum benefit is \$350 per week (previously, minimum \$1,001 per month) or UIC allowable benefit, whichever is greater, not exceeding 70% of regular earnings.

Long Term Disability - Benefit is increased by 4% annually.

Vision Care - Maximum claim for contact lenses is \$60 (\$50) every 24 months.

Dental Plan - Maximum lifetime claim is \$1,000 for orthodontic services for child aged 18 and under (new).

Discontinuation of Benefits - Employer no longer pays health and welfare premium costs for employee laid off temporarily for up to 6 months.

**Pension Plan:** Current Retirees - Benefits are increased \$50 per month.

Early Retirement - Unreduced pension benefits provided for employee aged 60 (65) with 30 years of service.

**Safety Shoe Allowance:** \$50 three times per year for maintenance employees, and twice per year for other employees, where required. (Previously, \$50 per year.)

**Clothing Allowance:** Employer pays 50% of cost of transport driver's uniform, to a maximum \$150 (\$125) per year, and \$75 (\$50) per year for dockmen for coveralls, workgloves and (new) parkas.

**Tool Allowance:** \$350 (\$250) per year for maintenance employees.

**Tool Loss Insurance:** Employer provides full theft insurance coverage with a deductible of \$100 (\$200) for maintenance employees.

## ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company at Toronto and other central and southeastern Ontario centres (operating and maintenance employees), Ottawa Gas, Ottawa Region (operating and office employees) and Provincial Gas Company, Niagara Regional Municipality (operating and maintenance employees) - Locals 001, 517 and 6720, Energy and Chemical Workers (CLC): Three 24-month renewal agreements effective from May 1, 1986 to April 30, 1988, with wages retroactive to April 27, 1986, covering 843 employees, settled at the bargaining stage. Duration of negotiations - 3 days.

Wages:	Effective	<u>Apr. 27/86</u>	<u>May 3/87</u>
	General Increases	4.5%	3.5%
	<u>Consumers' Gas</u>		
	Labourer	\$12.57-\$12.83 (\$12.03-\$12.28)	\$13.01-\$13.28
	Truck Driver	\$13.44 (\$12.86)	\$13.91

	<u>Apr. 27/86</u>	<u>May 3/87</u>
Pipeline Welder	\$16.23 (\$15.53)	\$16.80

Maximum rate for Labourer is reached after 24 months.

The following changes apply to Consumers' Gas employees and are effective May 1, 1986.

Shift Premium: 0-60¢-85¢ (0-50¢-75¢).

Lead Hand  
Premium (new): 50¢ per hour.

Paid Holidays: 14 (13) days.

Marriage Leave  
(new): 3 days' paid leave.

Health and  
Welfare: Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1986, major restorative and orthodontic services with 50%-50% co-insurance (new). Combined maximum claim of \$2,000 annually for basic and restorative care, and maximum lifetime claim of \$1,000 for orthodontic care (new).

Meal Allowance: \$7 (\$6) after 3 hours of overtime and an additional \$7 (\$6) for each successive 4-hour period.

Union Gas Ltd. in southwestern Ontario - Various locals, Energy and Chemical Workers (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from January 1, 1986 to December 31, 1987, covering 921 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 18/86</u>	<u>Jan. 4/87</u>
General Increases			
Hourly rated Employees		4.5%	3.5%
Salaried Employees		3%	2%
Yardman		\$11.98-\$12.84 (\$11.46-\$12.29)	\$12.40-\$13.29
Maintenance Man		\$11.98-\$14.95 (\$11.46-\$14.31)	\$12.40-\$15.47
Gas Dispatcher		\$12.64-\$15.93 (\$12.10-\$15.24)	\$13.08-\$16.49

Weekly Rates

Clerk, Grade 1	\$325.10-\$363.88 (\$315.63-\$353.28)	\$331.60-\$371.16
----------------	--	-------------------

	<u>May 18/86</u>	<u>Jan. 4/87</u>
Clerk, Grade 9	\$531.97-\$570.76 (\$516.48-\$554.14)	\$542.61-\$582.18

Maximum rate for Yardman is reached after 1 year, for Maintenance Man and Gas Dispatcher, after 4 years and for Clerk, Grades 1-9, after 2 years and 9 months.

- Lump Sum Payments:** 4.5% of base wages for all hours paid from January 1, 1986 to May 18, 1986. Salaried employees receive an additional 1.5% lump sum payment calculated on the employee's weekly salary effective May 18, 1986 times the number of weeks to the end of the calendar year. Payable within one month of May 18, 1986. An additional 1.5% lump sum payment calculated on annual salary in effect in December 1986. Payable prior to the end of January, 1987.
- Cost of Living Allowance:** 1¢ per 0.265 point rise in the Consumer Price Index - 1970=100, using the December 1986 index as the base. Triggers at 9%. Adjusted quarterly. To be folded into rates at the end of the agreement. (Basic formula is unchanged. Formula did not trigger.)
- Shift Premium:** Effective May 18, 1986, 0¢-45¢-60¢ (0¢-40¢-55¢); 67¢ (65¢) for "A" shift, 1 p.m. to 9 p.m. Effective January 4, 1987, 0-46¢-62¢, and 70¢ respectively.
- Sunday Premium:** Effective May 18, 1987, 97¢ (95¢). Effective January 4, 1987, \$1.01.
- Standby Pay:** First 8 hours: \$10 (\$9)  
Next 8 hours: \$3.50 (\$3)  
Up to 24 hours on a day off: \$18 (\$16)
- Paid Personal Days:** In calendar year 1987, 5 (4) days for eligible employees.
- Paid Holidays:** Effective in 1987, third Monday in February deleted for a total of 11 (12) days, unless Heritage Day is proclaimed a statutory holiday.
- Health and Welfare:** Vision Care (new) - Maximum claim is \$60 every 24 months.  
Dental Plan: Effective May 18, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 4, 1987, the 1986 O.D.A. fee schedule.
- Pension Plan:** Basic Benefit - Based on best average 36 (60) consecutive months.  
Early Retirement Bridging Benefit (new) - Employee at age 55 is eligible for 1/35 of \$285 per month per year of service to a maximum of 35 years, to age 65 or date of eligibility for government pension, whichever occurs first.  
Pre-Retirement Time Off - Employees 62 to 65 years old are entitled to 6 (4) scheduled paid personal days off. Employees may accumulate the 2 additional days off to a maximum of 5 days, to be taken in the calendar year in which the employee becomes 65 years of age (new).

Safety Shoe Allowance: \$60 (\$55) per year.

## FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and other Housing Authorities, province-wide except Metro Toronto - Local 3096\*, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 1,370 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

\* Previously, Local 767.

Wages:	Effective	Jan. 1/86	July 1/86
General Increases		4%	10¢**
Clerk 1		\$7.16-\$8.01 (\$6.88-\$7.70)	\$7.26-\$8.11
Labourer		\$10.84 (\$10.42)	\$10.94
Painter		\$11.95 (\$11.49)	\$12.05
	Effective	Jan. 1/87	July 1/87
General Increases		4%	10¢**
Clerk 1		\$7.55-\$8.43	\$7.65-\$8.53
Labourer		\$11.37	\$11.47
Painter		\$12.53	\$12.63

\*\* Except Clerk 5, Home Visitor, and Community Relations Officer.

Maximum rate for Clerk 1 is reached after 5 annual increases.

On-Site Premium: Building Custodians living on-site receive 40¢ (35¢) per hour from completion of regular shift to midnight (1 a.m.). Effective July 1, 1986, 45¢. Effective January 1, 1987, 50¢. Effective July 1, 1987, 55¢.

Health and Welfare: Life Insurance - Employer pays 100% (90%) of premium costs.

Hearing Aid (new) - Effective July 1, 1986, employer pays 100% of premium costs. Maximum lifetime benefit is \$200.

Dental Plan - Effective July 1, 1986, 75%-25% (60%-40%) co-insurance. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 212 employees, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
	General Increases	3.5%	2%
	Teacher-Category 1 0-11 years	\$20,384-\$35,309 (\$19,695-\$34,115)	\$20,792-\$36,015
	Teacher-Category 4 0-11 years	\$24,388-\$44,599 (\$23,563-\$43,091)	\$24,876-\$45,491
	Vice-Principal 0-2 years	\$52,008-\$53,730 (\$50,249-\$51,913)	\$53,048-\$54,805
	Principal 0-3 years		
	"A" School	\$56,701-\$60,142 (\$54,784-\$58,108)	\$57,835-\$61,345
	"B" School	\$54,670-\$58,110 (\$52,821-\$56,145)	\$55,763-\$59,272

Effective	<u>June 1/86</u>	<u>Sept. 1/86</u>
General Increases	1.1%	4.4%
Teacher-Category 1	\$21,025-\$36,418	\$21,950-\$38,020
Teacher-Category 4	\$25,155-\$46,000	\$26,262-\$48,024
Vice-Principal	\$53,642-\$55,419	\$56,002-\$57,857
Principal		
"A" School	\$58,483-\$62,032	\$61,056-\$64,761
"B" School	\$56,388-\$59,936	\$58,869-\$62,573

Responsibility Allowances: Increased by 3.5%. Effective September 1, 1986, increased by 4%.

Extra Degree Allowances: Effective September 1, 1986, increased by 4%.

Health and Welfare: Dental Plan - Deleted prior to implementation due to insufficient member participation.

Professional Development Fund: \$13,500 (\$12,000) for the calendar year 1986. \$14,000 for the calendar year 1987.



Course Travel Allowance: \$80 (\$75) for distance over 32 kilometres.

Pension Plan: Early Retirement Incentive Plan (new) - Effective January 1, 1987 and terminating August 31, 1988, eligible employee with 10 years consecutive service aged 55 or older and whose age plus length of service equals less than 90 receives a lump sum payment of \$1,000 - \$10,000 depending upon age at retirement. Maximum of 3 applicants.

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation (Ind.) (secondary school occasional teachers): A 24-month first agreement effective from January 1, 1986 to December 31, 1987, covering 600 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 26/86</u>	<u>Jan. 1/87</u>
	<u>Casual Occasional Teacher</u>		
	(Daily Rates*)		
	Certified or Equivalent	\$95.39 (\$84.40)	**
	Non-Certified	\$71.54 (\$64.38)	**
	<u>Extended Occasional Teacher</u>	daily rate in accordance with current salary paid for full-time teachers	

\*Daily rates exclude 4% vacation pay.

\*\*Certified or Equivalent rate to equal 1/220 of full-time Group 1 year 0 teacher rate when negotiated and Non-Certified rate to equal 75% of Certified or Equivalent teacher rate.

NOTE: An Extended Occasional Teacher is an occasional teacher who is employed for a period of 20 or more consecutive days as a replacement for one teacher employed under a permanent or probationary contract.

Reporting Pay: Minimum 1/2 day's pay, as a result of a call-out error.

Extended Occasional Teacher receives pay for the scheduled assignment, on a day when school is closed due to special climatic or catastrophic conditions.

Negotiation Committee Pay: Employees on extended assignment serving on the bargaining committee receive eligible benefits for the days spent negotiating.

NOTE: The following provisions apply to Extended Occasional Teachers only.

Special Leave:	Up to 3 days' paid leave in event of the death or serious illness of a family member or for personal reasons.
Sick Leave:	2 days' paid leave per month, cumulative for the duration of assignment, after completion of at least 1/2 of the teaching assignments in that month, pro-rated according to daily teaching assignment.
Jury Duty or Subpoena Witness Leave:	Employee receives the difference between normal earnings and fees received.
Payment in Lieu of Benefits:	\$50 per month in lieu of health and welfare benefits for employees with 2 months of continuous service. Effective January 1, 1987, \$55.

Durham Region Roman Catholic Separate School Board at Oshawa - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 649 employees, settled with at the post fact finder bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
General Increases		4.5%	4.25%
Teacher-Category D 0-6 years	\$18,151-\$25,255 (\$17,369-\$24,167)		\$18,922-\$26,328
Teacher-Category A1 0-11 years	\$21,838-\$36,667 (\$20,898-\$35,088)		\$22,766-\$38,225
Teacher-Category A4 0-13 years	\$26,220-\$45,954 (\$25,091-\$43,975)		\$27,334-\$47,907
Principal			
'B' School 0-3 years	\$49,630-\$52,386 (\$47,493-\$50,132)		\$51,740-\$55,572*
'A' School 0-4 years	\$51,009-\$54,685 (\$48,812-\$52,330)		\$53,177-\$57,009
* 0-4 years			

Responsibility Allowances:	Major Department Head (new)	\$2,980	\$3,107
	Minor Department Head (new)	\$1,902	\$1,983
	Asst. Department Head (new)	\$1,391	\$1,450

All other responsibility allowances increased in accordance with the general salary increases.

Sick Leave:	Effective September 1, 1987, maximum accumulation of 230 (200) credit days.
-------------	---

Health and Welfare: Dental Plan - Effective June 19, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (\$500).

Education Allowance: \$175 (\$160). Effective September 1, 1986, \$180.

Travel Allowance: 22.48¢ (21.62¢) per kilometre for all authorized employees, and 22.48¢ (21.62¢) per kilometre in excess of 161 kilometres driven per month for eligible employees at the Board Education Centre or for Supervisor of Curriculum Services.

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (teacher aides): A 36-month renewal agreement effective from September 1, 1985 to August 31, 1988, covering 300 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	Sept. 1/85	Jan. 6/86
	General Increases	45¢	10¢
	<u>Annual Rates</u>		
	Teacher Aide	\$11,741-\$13,879 (\$11,215-\$13,353)	\$11,858-\$13,996
	Effective	Sept. 1/86	Sept. 1/87
	General Increases	4%	4%
	Teacher Aide	\$12,332-\$14,555	\$12,825-\$15,138
	Maximum rate is reached after 7 years in 4 steps.		

Bereavement Leave: 1 (1/2) day's paid leave to attend funeral.

Health and Welfare: Dental Plan - Coverage is based on the 1983 (1981) Ontario Dental Association fee schedule. Effective September 1, 1986, the 1985 O.D.A. fee schedule. Effective September 1, 1987, the 1986 O.D.A. fee schedule.

Simcoe County Roman Catholic Separate School Board at Barrie - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 36-month renewal agreement effective from September 1, 1985 to August 31, 1988, covering 458 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
	General Increases	5.5%	2%

	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Teacher-Category D 0-6 years	\$17,131-\$22,825 (\$16,238-\$21,635)	\$17,474-\$23,282
Teacher-Category A1 0-10 years	\$22,100-\$36,290 (\$20,948-\$34,398)	\$22,542-\$37,016
Teacher-Category A4 0-12 years	\$26,950-\$45,799 (\$25,545-\$43,411)	\$27,489-\$46,715
Effective	<u>Feb. 1/87</u>	<u>May 1/87</u>
General Increases	2%	1%
Teacher-Category D	\$17,823-\$23,748	\$18,001-\$23,985
Teacher-Category A1	\$22,993-\$37,756	\$23,223-\$38,134
Teacher-Category A4	\$28,039-\$47,649	\$28,319-\$48,125
Effective	<u>Sept. 1/87</u>	<u>Feb. 1/88</u>
General Increases	2%	2%
Teacher-Category D	\$18,361-\$24,465	\$18,728-\$24,954
Teacher-Category A1	\$23,687-\$38,897	\$24,161-\$39,675
Teacher-Category A4	\$28,885-\$49,088	\$29,463-\$50,070

Cost of Living  
Allowance (new):

1% per 1% increase in the Consumer Price Index - 1981=100, from the April 1987 index to the April 1988 index, triggered at 3%. Payable as a lump sum on or before June 30, 1988, calculated on the basis of salaries and allowances in effect on September 1, 1987.

Responsibility  
and Extra Degree  
Allowances:

Increased in accordance with the general salary increases.

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC)  
(chief caretakers, chief engineers and stationary engineers): A  
24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 238 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:

Effective	<u>Jan. 1/86</u>	<u>Apr. 1/86</u>
General Increases	4%	1%
4th Class Engineer	\$12.17 (\$11.70)	\$12.29
Chief Caretaker Code "F", holding a 3rd Class Engineer's certificate or higher	\$15.86 (\$15.25)	\$16.02

Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases	4%*	1%
4th Class Engineer	\$12.78	\$12.91
Chief Caretaker Code "F", holding a 3rd Class Engineer's certificate or higher	\$16.66	\$16.83

\* Conditional wage re-opener if the Toronto Consumer Price Index increases by more than 6% above the December 1986 index.

Paid Vacation: 26 days after 24 (25) years of service, 27 days after 25 (26) years, 28 days after 26 (27) years, 29 days after 27 (28) years, 30 days after 28 (29) years. Effective January 1, 1987, 26 days after 23 years, 27 days after 24 years, 28 days after 25 years, 29 days after 26 years, 30 days after 27 years.

Health and Welfare: Vision Care - Maximum claim for eyeglasses is \$75 (\$70), and for medically prescribed contact lenses is \$150 (new), every 24 months for employees and dependents.

Hearing Aid - Maximum claim is \$500 every 3 years. (Previously, \$400 once per lifetime.)

Dental Care - Effective July 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC) (office and clerical employees and librarians): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 436 employees, settled at the conciliation officer's stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Apr. 1/86</u>
	General Increases	4%	1%
	<u>Annual Rates</u>		
	Clerk Grade 1	\$14,557-\$15,957 (\$13,997-\$15,343)	\$14,703-\$16,116
	Senior Systems Analyst	\$37,574-\$50,404 (\$36,129-\$48,465)	\$37,950-\$50,908
	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4%*	1%
	Clerk Grade 1	\$15,291-\$16,761	\$15,443-\$16,928
	Senior Systems Analyst	\$39,468-\$52,944	\$39,863-\$53,473



Maximum rates for Clerk Grade 1 is reached after 3 years and for Senior Systems Analyst, after 7 years.

\* Conditional wage re-opener if the Toronto Consumer Price Index increases by more than 6% above the December 1986 index.

**Paid Vacation:** 26 days after 24 (25) years of service, 27 days after 25 (26) years, 28 days after 26 (27) years, 29 days after 27 (28) years, and 30 days after 28 (29) years. Effective January 1, 1987, 26 days after 23 years, 27 days after 24 years, 28 days after 25 years, 29 days after 26 years and 30 days after 27 years.

**Health and Welfare:** Vision Care - Maximum claim for eyeglasses is \$75 (\$70), and for medically prescribed contact lenses is \$150 (new), every 24 months for employees and dependents.

Hearing Aid - Maximum claim is \$500 every 3 years. (Previously, \$400 once per lifetime.)

Dental Care - Effective July 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

**Mileage Allowance:** Effective May 30, 1986, 33¢ (32¢) per kilometre. Effective January 1, 1987, 34¢.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - various locals, Ontario Public Service Employees Union (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 7,600 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/85	Sept. 1/86
General Increases		4%	3%
Instructor 0-10 steps		\$20,347-\$34,545 (\$19,564-\$33,216)	\$20,957-\$35,581
Teaching Master or Counsellor 0-16 steps		\$23,833-\$46,545 (\$22,916-\$44,755)	\$24,548-\$47,941
Librarian 1 0-7 (0-6) steps September 1, 1986, 0-8 steps		\$24,656-\$34,594 (\$23,708-\$31,899)	\$25,396-\$37,093
Librarian 2 0-7 (0-6) steps September 1, 1986, 0-8 steps		\$28,874-\$38,809 (\$27,763-\$35,952)	\$29,740-\$41,434

Additional Adjustment - Effective September 1, 1987, Step 9 added for Librarian 1 at \$38,554 and \$42,895 for Librarian 2.

The following changes are effective September 1, 1986.

Workload Payment:	One-time lump sum payment of \$100 per month from September 1985 to August 1986 in which employee received salary, to a maximum \$1,000 per full-time employee and \$500 per partial-load employee.
Workload:	Limit of 4 different course preparations or 6 different sections per week (new).
Hours of Work:	Maximum 44 hours per week during the teaching term, including a minimum 3 hours for routine out-of-class assistance to students and 2 hours for normal administrative tasks (new).
Overtime Pay:	Maximum 1 teaching hour or 3 total workload hours per week at 0.1% of annual salary for each overtime hour.
Weekend Premium (new):	Time and one-half for all hours assigned.
Paid Vacation (Counsellor):	22 days after 1 year of service (unchanged) plus an additional day per year of service to a maximum 42 (32) days.
Professional Development Days (new):	10 days per year.
Professional Development Leave (Sabbatical Leave):	Applies to a minimum of 2% of full-time employees (new) with a minimum of 6 years of service (unchanged). Payable at 55% to 70% of salary, depending on years of service, pro-rated for leaves of less than 1 year (unchanged).

#### HEALTH AND WELFARE SERVICES

Norfolk Hospital Association at Simcoe - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from January 19, 1986 to January 18, 1988, covering 249 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 19/86	Jan. 19/87
General Increases		40¢	42¢
Housekeeping/ Dietary Aide		\$9.329-\$9.698 (\$8.929-\$9.298)	\$9.749-\$10.118
R.N.A.		\$10.743-\$11.111 (\$10.343-\$10.711)	\$11.163-\$11.531
Maintenance Class "A"		\$12.013-\$12.394 (\$11.613-\$11.994)	\$12.433-\$12.814

Maximum rates are reached after 3 annual increases.

Shift Premium:	Effective January 19, 1987, 0-42¢-42¢ (0-40¢-40¢).
Standby Pay:	Effective May 14, 1986, \$1.30 (\$1.25) per hour for full-time employees and \$1.15 (\$1.10) per hour for part-time employees. Effective January 19, 1987, \$1.35 and \$1.20 respectively.

**Paid Vacation:** 5 weeks after 18 (20) years of service.

**Bereavement Leave:** Effective May 14, 1986, 3 days' paid leave upon death of commonlaw spouse (new). 3 (1) days' paid leave upon death of a sister/brother/daughter/son-in-law.

**Paid Maternity Leave (Full-time) (new):** Effective May 14, 1986, maximum 15 weeks at the difference between 100% of wages and UIC benefit.

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres - Internes and Residents Association (Ind.): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

**Wages:** Effective Jan. 1/86

General Increase 4%

Annual Rates

Interne	\$27,928 (\$26,854)
Resident 1	\$31,129 (\$29,932)
Resident 5	\$40,871 (\$39,299)

**Administrative Bonus:** \$2,396 (\$2,304) per year for Chief Resident; \$1,199 (\$1,153) per year for Senior Resident.

**Meal Allowance:** \$3.80 (\$3.65) per meal which occurs during scheduled duty periods over and above regular hours.

Victoria Hospital Corporation at London - Local 468, Office and Professional Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 468 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

**Wages:**

Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>
General Increases	4%	4%
Level 1 (includes File Clerk)	\$8.078-\$8.670 (\$7.767-\$8.337)	\$8.401-\$9.017
Level 7 (includes Equipment Control Officer)	\$10.458-\$12.256 (\$10.056-\$11.785)	\$10.877-\$12.747

Maximum rate for File Clerk is reached after 5 years and for Equipment Control officer, after 6 years.

Shift Premium:	40¢ (35¢) per hour on shifts commencing between 2 p.m. and 7 a.m. Effective April 1, 1987, 45¢.
Standby Pay:	\$1.75 (\$1.25) per hour.
Paid Vacation:	Effective April 1, 1986, 5 weeks after 17 (20) years of service.
Paid Maternity Leave (new):	Effective July 1, 1986, up to 15 weeks at the difference between 75% of regular weekly rate and UIC benefit.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% (66 2/3%) of premium costs. <u>Major Medical</u> - Maximum 90 shifts of 8 hours per shift for private duty nursing. (Previously, no maximum.)

#### SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Local 967, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from June 19, 1986 to June 18, 1988, covering 466 employees, settled at the bargaining stage.  
Duration of negotiations - 3 months.

Wages:	Effective	<u>June 19/86</u>	<u>June 19/87</u>
	General Increases	4% rounded to the nearest 50¢	4% rounded to the nearest 50¢
	<u>Weekly Rates</u> (37.5 hours per week)		
	Clerk Grade 1	\$295.00 (\$283.50)	\$307.00
	Maintenance Electrician	\$569.00 (\$547.00)	\$592.00
	Engineering Technologist Grade II	\$641.50-\$729.00 (\$617.00-\$701.00)	\$667.00-\$758.00

Maximum rate for Engineering Technologist Grade II is reached after 3 annual increases.

Paid Adoption Leave (new):	1 day's paid leave.
Paid Paternity Leave (new):	1 day's paid leave.
Health and Welfare:	<u>Life Insurance</u> - Effective June 19, 1987, employer pays 100% (60%) of premium costs. <u>Vision Care and Hearing Aid (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$100 every 24 months for vision care and \$300 every 3 years for hearing aid.

Dental Plan - Blue Cross Riders 2 and 4 added, with 50% deductibles (new).

Continuation of Benefits - Employer continues to share premium costs for employee on maternity leave (new).

Travel Allowance: \$36.30 (\$31.65) per day payable as a lump sum for each day away between 50 and 99 days. \$34.89 (\$30.43) per week for employee away 100 days or more in a year, plus an additional \$36.30 (\$31.65) per day up to a maximum of 80 additional days payable. Effective June 19, 1987, \$37.75, \$36.29 and \$37.75 respectively.

Meal Allowance: \$7 (\$5) after 3 1/4 (3 1/2) hours of overtime.

Safety Shoe Allowance: Maximum \$50 (\$40) per year.

Canadian Press and Broadcast News Limited at Toronto and Ottawa - Local 213,  
Newspaper Guild (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/86	Jan. 1/87	Jan. 1/88
	General	5.5%	6%	6%
	Increases			
	<u>Weekly Rates</u>			
	<u>Editorial</u>			
	Group 10	\$284.37	\$301.43	\$319.51
	(Messenger)	(\$269.54)		
	Group 3	\$465.09-\$734.82	\$492.99-\$778.91	\$522.57-\$825.64
	(includes Reporter Editor)	(\$440.84-\$696.51)		
	Group 1	(\$844.10)	\$894.75	\$948.44
	(Assistant Chief of Bureau)	(\$800.09)		
	<u>Business Offices</u>			
	Senior Accountant	\$709.97	\$752.57	\$797.73
		(\$672.96)		

Maximum rate for Reporter Editor is reached after 5 annual increases.

Paid Vacation: 5 weeks after 14 (15) years of service. Effective January 1, 1987, 5 weeks after 13 years. Effective January 1, 1988, 4 weeks after 5 (6) years.

Paid Paternity Leave (new): Up to 2 days leave upon birth of child.



Health and  
Welfare:

OHIP (Part-time) (new) - Employer pays pro-rated premium cost based on percentage of hours worked.

Weekly Indemnity - Benefit is 65% (60%) of the weekly earnings at time leave commences.

Vision Care (new) - Effective January 1, 1988, maximum claim for eyeglasses per employee and dependent is \$80 every 24 months. Maximum claim for contact lenses is \$200 per employee and dependent once per lifetime. Employer pays full cost of eyeglasses required for exclusive use on video display terminals.

## PERSONAL SERVICES

Canadian National Institute for the Blind, Ontario Division, province-wide - Local 681, Service Employees International (AFL-CIO/CLC): An 8-1/2 month renewal agreement effective from May 12, 1986 to January 31, 1987, with wages retroactive to February 1, 1986, covering 253 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Feb. 1/86</u>
	General Increase	3.5%
	General Help	\$6.41 (\$6.19)
	Vending Technician	\$8.30-\$9.90 (\$8.02-\$9.57)
	Maximum rate for Vending Technician is reached after two 6-month and one 12-month increase.	

Bereavement Leave: 1 day's paid leave upon death of grandparent (new).

Parnell Foods (1981) Limited at Toronto and vicinity - Local 994, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 6, 1986 to April 5, 1988, covering 251 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 6/86</u>	<u>Dec. 6/86</u>	<u>Apr. 6/87</u>
	Increases*			
	Commissary, Plant and Cafeteria Departments	12¢		15¢
	Vending Department**		3%	
	General Help	\$7.38-\$7.98 (\$7.38-\$7.86)		\$7.38-\$8.13
	Maintenance Mechanic	\$10.47-\$11.24 (\$10.47-\$11.24)	\$10.47-\$11.58	

Effective	<u>Aug. 6/87</u>	<u>Oct. 6/87</u>
-----------	------------------	------------------

Increases

Commissary, Plant and Cafeteria Departments		12¢
---	--	-----

Vending Department	4%
-----------------------	----

General Help	\$7.38-\$8.25
--------------	---------------

Maintenance Mechanic	\$10.57-\$12.04
-------------------------	-----------------

\* No increase in start rates, except for 10¢ increase in Vending Department start rates effective August 6, 1987.

\*\* Except vending attendant who receives the same increases as cafeteria department employees.

Maximum rates are reached after two 3-month increases.

Premium Pay: 20¢ per hour for employees in commissary and plant department performing pack-out function.

Service Call Pay: \$30 (\$25) plus straight time for hours worked on weekdays, \$30 (\$25) plus time and one-half on weekends, and \$60 (\$50) plus double time on holidays. Effective April 6, 1987, \$38.50, \$32.50, and \$60 respectively.

Health and Welfare: Weekly Indemnity - Benefit is 75% of regular earnings (\$255) to the UIC maximum.

Vision Care (new) - Effective April 6, 1987, employer pays 100% of premium costs. Maximum claim is \$60 every 24 months.

Dental Plan - Coverage is based on the 1986 (1982) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective April 1, 1987, \$10.50.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (administrative services group): An 18 1/2-month renewal agreement effective from June 3, 1986\* to December 20, 1987, with wages retroactive to June 21, 1985, covering 4,191 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

\* Previous agreement expired June 20, 1985.

Wages:	Effective	<u>June 21/85</u>	<u>June 21/86</u>	<u>June 21/87</u>
	General	3.75%	3.5%	1.6%
	Increases			

	<u>June 21/85</u>	<u>June 21/86</u>	<u>June 21/87</u>
<u>Annual Rates</u>			
AS-1 5 levels	\$25,755-\$29,823 (\$24,824-\$28,745)	\$26,656-\$30,867	\$27,082-\$31,361
AS-4 4 levels	\$32,991-\$36,713 (\$31,799-\$35,386)	\$34,146-\$37,998	\$34,692-\$38,606
AS-8 on merit	\$49,192-\$60,162 (\$47,414-\$57,987)	\$50,914-\$62,268	\$51,729-\$63,264
Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service.		
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.		
Job Security (new):	Subject to the willingness and capacity of individual employees to accept relocation and retraining, the employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.		
Technological Change:	An improved technological change clause includes minimization of adverse effects resulting from such change, training provisions, and a longer notice period.		

Treasury Board of Canada - Public Service Alliance (CLC) (correctional group, supervisory and non-supervisory employees): A 17 1/2-month renewal agreement effective from June 18, 1986\* to November 30, 1987, with wages retroactive to December 1, 1984, covering 1,046 Ontario employees, settled at the bargaining stage. Duration of negotiations - 19 months.

\* Previous agreement expired November 30, 1984.

Wages:	Effective	<u>Dec. 1/84</u>	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>
	General	3.75%	3.5%	3.25%
	Increases			
<u>Annual Rates</u>				
<u>5 levels</u>				
<u>Custodial Sub-Group</u>				
CX-COF-1 (non-super- visory)	\$22,340-\$28,369 (\$21,533-\$27,344)	\$23,122-\$29,362	\$23,873-\$30,316	
CX-COF-8 (super- visory)	\$32,319-\$36,649 (\$31,151-\$35,324)	\$33,450-\$37,932	\$34,537-\$39,165	
<u>Staffing Instructor Sub-group</u>				
CX-STI-3 (non-super- visory)	\$34,487-\$38,813 (\$33,240-\$37,410)	\$35,694-\$40,171	\$36,854-\$41,477	

Responsibility Pay (CX-LUF-1):	Eligible employee temporarily assuming senior officer position receives \$2 (\$1.75) for each 4-hour period worked.
Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service.
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.
Dog Handlers Allowance:	Effective June 18, 1986, \$2.50 (\$2) after a minimum of 1 hour handling guard dog within each 4-hour period of the shift.
Job Security and Technological Change:	Same provisions as for administrative services group, reported above.

Treasury Board of Canada - Public Service Alliance (CLC) (education group): A 24 - month renewal agreement effective from September 1, 1984 to August 31, 1986, covering 894 Ontario employees, settled by arbitration. Duration of negotiations - 22 months.

Wages:	Effective	<u>Sept. 1/84</u>	<u>Sept. 1/85</u>
	Increases		
	EST Sub-group, Ontario	4%	4%
	LAT Sub-group	4.5%	4%
	EDS Sub-group	4.25%	3.7%
	<u>Annual Rates</u>		
	<u>Elementary and</u>		
	<u>Secondary Teaching (EST)</u>		
	Level 1	\$17,366-\$23,305	\$18,061-\$24,237
	0-8 years	(\$16,698-\$22,409)	
	Level 6	\$25,703-\$41,827	\$26,731-\$43,500
	0-10 years	(\$24,714-\$40,218)	
	<u>Language Teaching (LAT)</u>		
	Level 1 (B.A.)	\$21,489-\$33,500	\$22,349-\$34,840
	0-12 years	(\$20,564-\$32,057)	
	Level 4 (B.A.	\$27,503-\$42,275	\$28,603-\$43,966
	plus 3 years	(\$26,319-\$40,455)	
	teacher education)		
	0-13 years		
	<u>Education Services (EDS)</u>		
	EDS	\$31,917-\$39,252	\$33,098-\$40,704
	6 levels	(\$30,616-\$37,652)	
	EDS	\$48,241-\$52,816	\$50,026-\$54,770
	4 levels	(\$46,274-\$50,663)	

Responsibility Increased by 10%. Teacher of Specialist Subjects (new) - \$630.  
Allowances:

Paid Vacation: 4 weeks after 8 (10) years of service.

Treasury Board of Canada - Public Service Alliance (CLC) (office equipment operations group): A 17 1/2-month renewal agreement effective from May 21, 1986\* to November 8, 1987, with wages retroactive to November 9, 1984, covering 238 Ontario employees, settled at the bargaining stage. Duration of negotiations - 18 months.

\* Previous agreement expired November 8, 1984.

Wages:	Effective	Nov. 9/84	Nov. 9/85	Nov. 9/86
General		3.75%	3.50%	3.25%
Increases				
<u>Duplicating Equipment</u>				
<u>Operator Sub-Group</u>				
OE-DE0-1	\$13,140-\$16,071	\$13,600-\$16,633	\$14,042-\$17,174	
8 levels	(\$12,665-\$15,490)			
OE-DE0-3	\$18,167-\$20,495	\$18,803-\$21,212	\$19,414-\$21,901	
5 levels	(\$17,510-\$19,754)			
<u>Microphotography Equipment</u>				
<u>Operator Sub-Group</u>				
OE-ME0-5	\$23,206-\$26,219	\$24,018-\$27,137	\$24,799-\$28,019	
5 levels	(\$22,367-\$25,271)			

Paid Vacation: 4 weeks after 9 (10) years of service.

Meal Allowance: \$5 (\$4) after 3 hours of overtime and 4 (\$3) after 4 more hours.

Job Security and Technological Change: Same provisions as for administrative services group, reported above.

#### PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Provincial Police (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 4,136 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/86	July 1/86
General Increases		3.91%	1.49%
<u>Annual Rates</u>			
3rd Class Constable	\$29,369	\$29,806	
	(\$28,264)		
1st Class Constable	\$36,524	\$37,069	
	(\$35,150)		



	<u>Jan. 1/86</u>	<u>July 1/86</u>
Sergeant Major	\$47,006 (\$45,237)	\$47,706

Start Rate - Frozen during the contract term for newly hired Constable-Probationary at the 1984 rate of \$22,507 (unchanged).

Shift Premium: 30¢ (25¢) for shifts commencing between 1 p.m. and 5 a.m.

Health and Welfare: Long Term Disability - Additional \$125 (\$100) per month for current recipients whose claim was filed between January 1975 and December 1976; \$85 (\$70) for claims filed between January 1977 and December 1978; \$60 (\$50) for claims filed between January 1979 and December 1980; and \$25 (new) for claims filed between January 1981 and December 1982.

Major Medical - Coverage extended to include nursing care for employee convalescing at home, if certified as medically necessary (new).

Vision Care - Maximum claim is \$90 (\$60) every 24 months.

#### LOCAL ADMINISTRATION

London City Board of Commissioners of Police - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	<u>Effective</u>	<u>Jan. 1/86</u>	<u>Aug. 1/86</u>
	Increases	4.2%	1.4%
	<u>Annual Rates</u>		
	Cadet	\$15,134-\$17,714	\$15,346-\$17,962
	0-2 years	(\$14,524-\$17,000)	
	Constable	\$36,504	\$37,015
	1st Class	(\$35,033)	
	Superintendent	\$51,071-\$55,386	\$51,786-\$56,161
	1st Class	(\$49,012-\$53,154)	
	0-3 years		

Shift Premium: Effective July 1, 1986, 15¢ (10¢) per hour for afternoon rotating shift.

Weekend Premium: 30¢ per hour for afternoon shifts between 6 p.m. Friday and 4 a.m. Sunday (new).

Off-Duty Pay: Effective May 1, 1986, minimum 3 hours' pay at \$23 (\$22) per hour for Constable and \$25 (\$24) for those above Constable rank.

Acting Pay (new): Effective June 1, 1986, employees assigned duties of any rank above 1st Class Constable for a minimum of 15 days receive the lowest salary rate for that classification.

Health and Welfare: Continuation of Benefits - For eligible employee retiring on unreduced OMERS pension, employer pays equivalent of OHIP premium for retiree residing in a province where premium is payable. Employer pays 75% (100%) of premium costs for major medical plan for eligible employee retiring on unreduced OMERS pension after January 1, 1986, or for the surviving spouse, to age 65.

Survivor Benefit (new) - Employer pays 100% of premium costs for major medical, dental and OHIP for surviving spouse and dependents of officer killed in the line of duty, until the spouse reaches age 65, or these benefits become available through a subsequent marital relationship.

Pension Plan: Effective May 9, 1986, OMERS pensionable earnings will be based on regular or base earnings only (previously, based on total earnings).

Transportation Allowance: Effective July 1, 1986, \$11 (\$9.10), when called from the Ontario Police College to attend court.

Paid Legal Fees: Employer pays up to \$300 defense costs for Highway Traffic Act offense incurred during the course of duty, provided the employee is not convicted of the charges (new).

North York City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 644 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/86	Sept. 1/86
	General Increases	3.92%	1.37%
	<u>Annual Rates</u>		
	Fire Fighter 4th Class	\$27,863 (\$26,813)	\$28,245
	Fire Fighter 1st Class	\$37,150 (\$35,750)	\$37,660
	Platoon Chief	\$55,725 (\$53,625)	\$56,490

Health and Welfare: Dental Plan - Effective July 1, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC)  
(full-time and part-time inside employees): A 38-month renewal agreement effective from November 1, 1985 to December 31, 1988, covering 205 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Nov. 1/85</u>	<u>Jan. 1/87</u>
	General Increases	4.67%	4%*
	Bi-Weekly Rates 36 1/4 hours per week		
	Salary Level 1 (includes Clerk "A")	\$698.28 (\$667.13)	\$726.21
	Senior Planner	\$1,454.04-\$1,615.58 (\$1,389.17-\$1,543.50)	\$1,512.20-\$1,680.20

Effective	<u>Jan. 1/88</u>
General Increase	4%
Salary Level 1	\$755.26
Senior Planner	\$1,572.69-\$1,747.41

\* Except Salary Level 1, 2, and 3 start rates are frozen for 1 year. Effective January 1, 1988, increased by 1%.

Maximum rate for Senior Planner is reached after 24 months.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100, from the November 1987 index to the November 1988 index. Triggers at 4%. Payable at end of contract and folded into rates. (COLA clause was suspended in 1984 and 1985.)

Shift Premium: Effective January 1, 1987, 53¢ (50¢) per hour for all hours worked if 50% of scheduled hours fall between 4 p.m. and 8 a.m. Effective January 1, 1988, 57¢.

Service Pay: Eliminated for new employees after November, 1985 and for employees eligible for OMERS supplementary pension plan. (Previously, \$52-\$260 per year for employees with 5 to 25 or more years of service.)

Paid Vacation: Effective January 1, 1987, 4 weeks after 10 (11) years of service. Effective January 1, 1988, 5 weeks after 19 (20) years.

Health and Welfare: Life Insurance and A. D. & D. - Effective April 1, 1987, maximum benefit is \$75,000 (\$70,000). Effective April 1, 1988, \$80,000.

Long Term Disability - Effective July 1, 1986, maximum benefit is \$1,600 (\$1,500) per month. Effective January 1, 1988, \$1700.

Vision Care - Effective April 1, 1987, maximum claim is \$85 (\$70) every 24 months.

Dental Plan - Effective July 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1987 O.D.A. fee schedule. Effective October, 1, 1987, orthodontic services with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 per employee or dependent (new). Effective October 1, 1988, prosthodontic services with 50%-50% co-insurance and a maximum annual claim of \$1,000 (new).

Pension Plan: Effective January 1, 1986, OMERS Partial 75% Type 1 Supplementary Plan. (Previously, OMERS basic plan).

Sick Leave Employees hired on or after November 1, 1985, and who have 10, 15, or 20 years of continuous service upon termination, receive Gratuity: pay for 1/4, 3/8, or 1/2 of accumulated sick day credits respectively, to a maximum of 6 months. (Current employees with 2 years of continuous service upon termination will continue to receive pay for 1/2 of accumulated sick leave credits to a maximum of 6 months.)

Safety Footwear Allowances: Effective in 1987, increased by \$5.

Oshawa City Corporation, Public Works Department, Maintenance and Traffic Engineering Divisions, and Community Services Department, Parks, Recreation and Arenas Divisions - Local 250, Canadian Union of Public Employees (CLC): A 36-month renewal agreement effective from April 1, 1986 to March 31, 1989, covering 205 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
General Increases		4%	4%	4%
Labourer, Caretaker		\$12.51 (\$12.03)	\$13.01	\$13.53
Grade 2 Mechanic		\$15.76 (\$15.15)	\$16.39	\$17.05

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100, from the February 1988 index to the February 1989 index. Triggers at 4%. Payable at end of contract and folded into rates. (COLA clause was suspended in 1984 and 1985.)

Shift Premium: Effective April 1, 1987, 0-57¢-57¢ (0-54¢-54¢). Effective April 1, 1988, 0-61¢-61¢.

Stand-by Pay: Effective October 1, 1987, \$7 (\$6) per day. Effective October 1, 1988, \$8.

Acting Lead Hand Premium: Effective April 1, 1987, 35¢ (25¢). Effective April 1, 1988, 40¢.

Service Pay: Eliminated for new employees after April 1, 1986 and for employees eligible for Omers Supplementary Pension Plan. (Previously, \$52-\$260 per year for employees with 7 to 25 or more years of service.)

Paid Vacation: Effective January 1, 1987, 4 weeks after 10 (11) years of service. Effective January 1, 1988, 5 weeks after 19 (20) years.

Health and Welfare: Life Insurance and A. D. & D. - Effective April 1, 1987, maximum benefit is \$60,000 (\$55,000). Effective April 1, 1988, \$65,000.

Long Term Disability - Effective July 1, 1986, maximum benefit is \$1,600 (\$1,500) per month. Effective January 1, 1988, \$1,700.

Vision Care - Effective April 1, 1987, maximum claim is \$85 (\$70) every 24 months.

Dental Plan - Effective July 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1987 O.D.A. fee schedule. Effective October 1, 1987, orthodontic services with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 per employee or dependent (new). Effective October 1, 1988, prosthodontic services with 50%-50% co-insurance and a maximum annual claim of \$1,000 (new).

Pension Plan: OMERS Partial 75% Type 1 Supplementary Plan (Previously, OMERS basic plan.)

Sick Leave  
Gratuity: Employees hired on or after April 1, 1986, and who have 10, 15, or 20 years of continuous service upon termination, receive pay for 1/4, 3/8 or 1/2 of accumulated sick day credits respectively, to a maximum of 6 months. (Current employees with 2 years of continuous service upon termination will continue to receive pay for 1/2 of accumulated sick leave credits to a maximum of 6 months.)

Safety Footwear  
Allowance: Effective in 1987, \$60 (\$55) per year.

Ottawa City Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 573 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/86	July 1/86
	General Increases	3%	3%
	<u>Annual Rates</u>		
	Constable 3rd Class	\$28,638.46 (\$27,804.33)	\$29,497.61
	Constable 1st Class	\$36,268.37 (\$35,212.02)	\$37,356.42
	Senior Sergeant	\$47,964.09 (\$46,567.08)	\$49,403.01
	Effective	Jan. 1/87	July 1/87
	General Increases	2%	2%
	Constable 3rd Class	\$30,087.56	\$30,689.31
	Constable 1st Class	\$38,103.55	\$38,865.62



	<u>Jan. 1/87</u>	<u>July 1/87</u>
Senior Sergeant	\$50,391.07	\$51,398.91
Paid Holidays:	Either 11 days or cash in lieu (11 days).	
Acting Pay:	Employee assigned duties at a higher rank for a continuous period of 10 (15) days or a total of 20 (30) days in a calendar year receives the salary of the higher rank for the duration of the assignment.	
Court Time Pay:	Employee required to attend court on off-duty hours receives 8 hours' pay at regular straight time rate per day for one appearance and 6 hours' pay at regular straight time rate for each appearance in a calendar day. (Previously, 4 hours' pay at time and one-half.)	
Sick Leave Gratuity:	Pay for 50% of unused sick leave credits to a maximum of 160 (130) days on separation other than death.	
Health and Welfare:	<u>Long Term Disability Plan</u> - Employer contribution eliminated. (Previously, employer paid 66 2/3% of premium cost.)	
Pension Plan:	OMERS Type III (Basic), or, for employees enrolled in Ottawa City Superannuation Fund, equivalent benefits.	
Plain Clothes Allowance:	\$750 (\$700) per year.	
Dry Cleaning Allowance:	\$250 (\$200) per year.	

Windsor City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1985 to December 31, 1985, covering 274 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	<u>Jan. 1/85</u>	<u>Sept. 1/85</u>
Effective		
General Increases	4.48%	2.05%
<u>Annual Rates</u>		
Fire Fighter 3rd Class	\$27,462.50 (\$26,284.96)	\$28,025.40
Fire Fighter 1st Class	\$34,327.80 (\$32,855.94)	\$35,031.62
Assistant Chief Training Officer	\$46,616.44-\$48,059.44 (\$44,617.56-\$45,998.68)	\$47,572.20-\$49,044.58
Assistant Deputy Chief	\$48,045.14-\$49,531.04 (\$45,984.90-\$47,407.10)	\$49,030.02-\$50,546.34

Maximum rate for Assistant Chief Training Officer is reached after 1 year and for Assistant Deputy Chief, after 5 years.

Technological Change: Enhanced provisions for notification and consultation in the event of technological change or substantial changes in mechanization affecting employees.

## CONSTRUCTION

Electrical Power Systems Construction Association, province-wide - Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 1,263 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	<u>May 28/86</u>	<u>May 1/87</u>
	General Increases	\$1	87¢
	<u>Journeyman</u>		
	Local 402 Thunder Bay	\$23.06 (\$22.06)	\$23.93
	Local 353, Toronto	\$24.19 (\$23.19)	\$25.06
	Local 105, Hamilton	\$24.51 (\$23.51)	\$25.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and supplemental unemployment benefit funds.

Shift Premium: Time and one-fifth per hour worked for employees working on the third shift (new).

Welfare Fund: Effective May 28, 1986, employer contributes to Local 120, \$1.13 (96¢) per hour earned, Local 105, 50¢ (25¢), Local 804, \$1.20 (\$1.10) Local 353, \$1.22 (\$1.02) Local 115, \$1.00 (85¢), Local 586, \$1.32 (\$1.00), Local 1687, \$1.45 (\$1.30) and Local 402, 95¢ (80¢).

Pension Fund: Effective May 28, 1986, employer contributes to Local 530, \$1.04 (99¢) per hour earned, Local 120, \$1.45 (\$1.35), Local 105, \$1.00 (50¢), Local 804, \$1.50 (\$1.25), Local 353, \$1.25 (\$1.00), Local 115, \$1.20 (90¢) and Local 1687, \$1.05 (\$1.00). Effective May 1, 1987, Local 530, \$1.08, Local 353, \$1.50 and Local 115, \$1.35.

Supplemental Unemployment Benefit Fund: Effective May 28, 1986, employer contributes to Local 773, \$1.12 (\$1.05) per hour earned and Local 353, 10¢ (new).

Mileage Allowance: 23¢ (19¢) per kilometre, when required to use own car during the course of duty.

Subsistence Allowance: Pickering and Darlington Projects - \$22 (\$20) per day worked or reported, for employees living more than 97 kilometre radius from project.

All other Projects except Atikokan - Effective May 12, 1986, \$34 (\$32) per day worked or reported, for employees living more than 97 kilometre radius from project and maintaining temporary accommodation at or near project. Effective May 1, 1987, \$35.

\$21 (\$20) per day worked or reported for employees living more than 97 kilometre radius from project and commuting to work on a daily basis.

Travel Allowance: \$8.50-\$17.75 (\$8-\$17) per day for employees living within 20-97 kilometre radius from project, not qualifying for subsistence pay, and \$21 (\$20) per day outside 97 kilometre radius.

Electrical Power Systems Construction Association, province-wide - Local 1788, Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction): A 24-month renewal agreement effective from May 1 1986 to April 30, 1988, covering 443 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Package:	Effective	May 28/86	May 1/87
	General Increases	\$1	87¢
	<u>Journeyman</u>		
	Local 339 Thunder Bay	\$23.06 (\$22.06)	\$23.93
	Local 353 Toronto	\$24.19 (\$23.19)	\$25.06
	Local 105 Hamilton	\$24.51 (\$23.51)	\$25.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 50¢ (35¢) per hour earned, as per revision January 30, 1986.

Pension Fund: Employer contributes \$1 (50¢) per hour earned, as per revision January 1, 1986.

Mileage Allowance: 23¢ (19¢) per kilometre, when required to use own car during the course of duty.

Subsistence Allowance: \$40 (\$38) per day worked or reported for in the Northern Region and \$37 (\$35) in the Southern Region, for employees reporting to work site more than 97 kilometres from regular residence. Effective May 1, 1987, \$41 and \$38 respectively.

Travel Allowance: \$8.50-\$17.75 (\$8-\$17) per day for employees living within 20-97 kilometre radius from work site, not qualifying for subsistence pay, and \$21 (\$20) per day outside 97 kilometre radius.

Ontario Industrial Roofing Contractors Association, province-wide - Ontario Sheet Metal Workers' Conference, Roofers Section (AFL-CIO/CFL)  
(industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 1,300 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Package:	Effective	May 24/86	May 1/87
	General Increases	\$1	75¢
	<u>Roofer #2</u>		
	Local 504, Sault Ste. Marie	\$17.54 (\$16.54)	\$18.29
	Local 47, Ottawa	\$19.17 (\$18.17)	\$19.92
	Local 235, Windsor	\$20.58 (\$19.58)	\$21.33
	Local 30, Toronto	\$21.07 (\$20.07)	\$21.82

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and other funds.

The following changes apply to Local 30, Toronto and are effective May 24, 1986.

Industry Fund:	Employer contributes 8¢ (7 1/2¢) per hour worked.
Pitch Premium:	75¢ (50¢) per hour for work on pitch roofs.
Travel Allowance:	\$3.97-\$7.43 (\$3.47-\$6.93) per day to travel to jobs between 5 and 25 miles away.
Board Allowance:	\$32-\$212 (\$30-\$210) for 1-7 days. Effective May 1, 1987, \$33-\$213.

Ontario Mechanical Contractors Association, province-wide - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 23 1/2-month renewal agreement effective from May 21, 1986\* to April 30, 1988, covering 12,000 employees, settled with mediation assistance. Duration of negotiations - 6 months.

\*Previous agreement expired April 30, 1986.

Package:	Effective	May 21/86	May 1/87
	General Increases	\$1	75¢
	<u>Journeyman Plumber</u>		
	Local 508, Sault Ste. Marie	\$22.22 (\$21.22)	\$22.97

	<u>May 21/86</u>	<u>May 1/87</u>
Local 46, Toronto	\$24.54 (\$23.54)	\$25.29
Local 67, Hamilton	\$24.39 (\$23.39)	\$25.14

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and other funds.

Board Allowance: Effective May 1, 1987, \$43 (\$40) per day for Local 71, Ottawa; \$47 (\$44) for Local 508, Sault Ste. Marie; and \$48 (\$45) for Local 800, Sudbury and Local 628, Thunder Bay.

#### Addenda

#### December 1985 Settlement

#### RETAIL TRADE

Steinberg Inc. at Ottawa and other centres in Ontario, and Hull and Pointe-Gatineau, Quebec - Local 486, Food and Commercial Workers (AFL-CIO/CLC)  
(full-time and part-time retail food employees): A 36-month renewal agreement effective from October 1, 1985 to September 30, 1988, covering 900 Ontario employees, settled at the bargaining stage and ratified in December 1985. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
	Increases	Restructuring of wage schedule*	Variable
<u>Weekly Rates</u> <u>Full-time employees</u> (37 hours per week)			
Clerk 'A'		\$362.96-\$437.67	\$362.96-\$442.50
0-24 months		(\$360.32-\$430.67)	
(Junior Clerk-Porter			
0-12 months)			
Meat Cutter		\$381.16-\$483.67	\$381.16-\$490.36
0-30 months		(\$377.82-\$476.67)	
Meat Manager,		\$525.20-\$535.17	\$525.20-\$550.99
sales volume		(\$528.17)	
+ \$25,000,			
0-12 months (new)			
Effective Oct. 1/86,			
0-18 months			
Effective		<u>Oct. 1/87</u>	
Increase		Variable	
Clerk 'A'		\$362.06-\$462.43	
0-30 months			



Oct. 1/87

Meat Cutter 0-36 months	\$381.16-\$512.42
Meat Manager 0-30 months	\$525.20-\$592.30

\* Full-time Employees - Maximum increase of \$7 per week.

Part-time Employees - Various increases, depending upon wage rate, paid in 7 steps over the 3-year term for certain employees. Employees not eligible for the increases receive lump sum payments each year.

Lump Sum Payments: Full-time Employees - \$1,300 lump sum payment in the first year, \$1,300 in the second year less the amount integrated into their salary by wage increase. \$1,300 for employees who do not receive an increase in the third year.

Part-time Employees - Lump sum payments based on 40¢ per hour worked and under similar conditions as for full-time employees.

Christmas Bonus (Part-time): Effective October 1, 1986, \$55 (\$35) after 6 months of continuous service, \$65 (\$45) after 12 months, and \$75 (\$65) after 5 years. Effective October 1, 1987, 2% of total earnings during 12 months preceding December 1st of current year.

Economic Adjustment (Full-time): Eliminated. (Previously, 4 quarterly payments of \$91 each.)

Paid Vacation: 1 day per month of service. (Previously, one-half day per month up to six months of service and 1 week after six months of service.) 6 weeks after 23 (25) years of service. Effective October 1, 1986, 3 weeks after 4 (5) years. Effective October 1, 1987, 4 weeks after 8 (9) years.

Health and Welfare: Group Insurance Plan - Effective December 22, 1985, employer pays 41.8¢ (36.8¢) per hour worked towards premium costs. Effective October 1 and April 1 of each year, employer contributions will be increased to reflect salary and premium cost increases.

Dental Plan - Effective January 1, 1986, employer pays 11¢ (10¢) per hour worked towards premium costs. Effective January 1, 1987 12¢ per hour.

Pension Plan: Employer Contribution - Effective January 5, 1986, 30¢ (26¢) per hour worked to union fund.

Vehicle Allowance (Maintenance Employees): \$75 (\$65) if employee supplies a car, \$100 (\$80) if employee supplies a truck.

# April 1986 Settlements

## RETAIL TRADE

G.U.S. Canada Inc. at various locations in Ontario, New Brunswick, Nova Scotia and Quebec - Locals 206, 486 and 1973, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1985 to June 28, 1987, covering 285 Ontario employees, settled at the bargaining stage and ratified in April 1986. Duration of negotiations - 13 months.

Wages:	Effective	July 1/85	July 1/86	Jan. 1/87
General Increases		41¢	27¢	20¢
Office Clerk		\$6.46-\$6.74 (\$6.05-\$6.33)	\$6.73-\$7.01	\$6.93-\$7.21
Tractor-Trailer Driver (new)		\$10.32-\$1.14	\$10.59-\$11.41	\$10.79-\$11.61

Maximum rates are reached after two annual increases.

Lump Sum Payments (Cherney's Div. Salesperson): \$600 effective within 30 days after April 4, 1986. Effective July 1986, \$500.

Christmas Bonus: Effective November 30, 1986, active part-time employees receive 1% of total earnings to a maximum of \$100 (new). (Similar provision exists for full-time employees).

Sick Leave: Employee who works 40 hours per week receives 64 hours sick leave annually (new). Effective January 1, 1986, employee with unused sick leave credits as of December 31 of each year receives payment at 75% of regular hourly rate (new).

Health and Welfare: Group Insurance - Effective May 1, 1986, employer pays 2.4% of regular weekly pay, plus \$7 per month towards premium costs. (Previously, 2.8% of regular weekly wages.)

Pension Plan: Basic Benefit - Effective December 30, 1985, employer contributes 32¢ (29¢) per hour worked, excluding overtime, to the Canadian Commercial Workers Industry Pension Plan. Effective December 29, 1986, 34¢.

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance (new): Maximum \$40 every 12 months for full-time employees and every 24 months for part-time employees.

## EDUCATION AND RELATED SERVICES

York Region Board of Education at Aurora - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,800 employees, settled at the bargaining stage and ratified in April 1986. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	3.5%
	Additional Adjustments	grid compressed by one year for Teacher-Category A1 to A4 and for Principal
	Teacher-Category D 0-5 years	\$17,106-\$23,762 (\$16,528-\$22,958)
	Teacher-Category A1 0-10(0-11) years	\$23,141-\$39,153 (\$22,358-\$37,829)
	Teacher-Category A4 0-10(0-11) years	\$27,023-\$48,646 (\$26,109-\$47,001)
	Vice-Principal 0-4 years	\$48,277-\$53,793 (\$46,644-\$51,974)
	Principal 0-4(0-5) years	\$53,091-\$58,755 (\$49,927-\$56,768)
Cost of Living Allowance (new):	1% per 1% increase in the Consumer Price Index from the April 1986 index to the April 1987 index, triggered at 3.5% and capped at 5%. Payable as a lump sum in June 1987.	
Responsibility, Extra Degree and Special Education Allowances:	Increased by 3.5%. Special education allowances governed by grandfather provision (new).	
Health and Welfare:	<u>OHIP</u> - Employer pays 60% (50%) of premium costs.	
	<u>Hearing Aid (new)</u> - Employer pays 100% of premium cost. Maximum claim is \$200 every 2 years.	
	<u>Dental Plan</u> - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.	
	<u>Continuation of Benefits</u> - Employer continues to share health and welfare premium costs for 17 weeks for employee on maternity leave (new).	



CA20N  
L  
-C63

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
JUNE 1986

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	196
June 1986 Settlements	
Food and Beverage .....	202
Tobacco Products .....	207
Rubber and Plastics Products .....	207
Furniture and Fixture .....	209
Paper and Allied .....	211
Primary Metal .....	212
Metal Fabricating .....	212
Transportation Equipment .....	213
Electrical Products .....	216
Non-Metallic Mineral Products .....	217
Transportation .....	219
Finance, Insurance and Real Estate .....	220
Education and Related Services .....	221
Health and Welfare Services .....	235
Personal Services .....	239
Federal Administration .....	240
Construction .....	244
Addenda	
February 1986 Settlement .....	259
May 1986 Settlements .....	259





## Highlights

### Construction

The first to settle in the 1986 round of bargaining in the industry in Ontario were 5,000 bricklayers in the industrial, commercial and institutional sector on May 17. Subsequently, the pace of the negotiations quickened, and by the end of June, 35 other units covering 82,800 workers had settled. The new agreements will run for 2 years ending April 30, 1988, except one which will expire on June 30, 1988.

**Industrial, commercial and institutional sector.** Settlements in this sector of the industry covered 74,000 workers under sixteen province-wide agreement. Wage and benefit changes in the new agreements included:

- For asbestos workers: a package increase of \$1.65 an hour over the term of the agreement, with 85 cents paid on June 29, 1986 and 80 cents on May 1, 1987.
- For bricklayers and marble, tile and terrazzo workers: package increases of \$1.00 an hour in each year of the agreements.
- For carpenters, glaziers, millwrights, plumbers, roofers, sprinkler fitter's and steel erectors: a package increase of \$1.75 an hour over the term of the agreements, paid \$1.00 of the increase in the first year and 75 cents in the second year; and others received \$1.25 in the first year and 50 cents in the second year. The package included 5-20 cents to welfare benefits and 18-50 cents to pensions.
- For electricians and sheet metal workers: a package increase of \$1.00 an hour in the first year and 87 cents in the second year.
- For labourers and precast concrete erectors: a package increase of \$1.70 an hour over the term of the agreements. Labourers in Hamilton, Oshawa, Ottawa and Toronto, received 90 cents of the increase in the first year and 80 cents in the second year; and labourers outside these areas received 50 cents in the first year and \$1.20 in the second year.
- For painters and acoustical and interior systems workers: package increases of \$1.64 to \$2.02 an hour over the term of the agreement, depending on area. The package included 10 cents to welfare benefits and 20 cents to pensions.
- For refrigeration mechanics: a package increase of \$1.70 an hour over the term, with 70 cents paid on May 1, 1986 and \$1.00 on May 1, 1987. The second year increase will be reduced to 50 cents for tradesmen who fail to complete skill upgrading courses.

**Residential sector.** Settlements in this sector of the industry covered 2,900 workers in Metropolitan Toronto and Ottawa. Wage and benefit changes in the new agreements included:

#### In Metropolitan Toronto

- For bricklayers: a package increase of \$2.75 over the term of the agreement, with \$1.28 paid in the first year and \$1.47 in the second year. The package included 4 cents to the dental fund.
- For painters: a package increase of \$1.97 an hour over the term of the agreement, with 90 cents paid in the first year and \$1.07 in the second year. The package included 10 cents to welfare benefits and 40 cents to pensions.
- For plumbers: a package increase of \$1.00 in the first year and 85 cents in the second year. Weekly hours were reduced by one hour to 39.
- For sheet metal workers: a package increase of \$1.10 an hour in the first year and \$1.27 in the second year.

#### In the Ottawa area

- For bricklayers: a package increase of \$1.98 an hour over the term of the agreement, with 98 cents paid in the first year and \$1.00 in the second year.
- For labourers: a package increase of \$1.70 paid in the first year and 70 cents in the second year.

**Electrical power systems sector:** About 1,700 electrical workers were covered by settlements in this sector that provided a package increase of \$1.87 an hour over the term of the agreements. The package included 15 cents to the welfare fund and 50 cents to the pension fund for workers on transmission system construction, and 10-25 cents to the welfare fund and 5-50 cents to the pension fund for workers on generation projects construction. A 10-cent an hour employer contribution to supplemental unemployment benefits was established for workers in Toronto on generation projects, and the contribution for workers in Chatham was increased by 7 cents.

**Heavy engineering sector:** About 3,780 workers were covered by settlements in this sector. Wage and benefit changes included:

- Package increases of \$1.99 an hour for equipment operators and \$1.81 for labourers and teamsters over the term of the agreements with the Metropolitan Toronto Road Builders Association. The package included 10 cents to the welfare and pension funds for equipment operators, 20 cents to the welfare fund for labourers and teamsters, and 10 cents for labourers and 25 cents for teamsters to the pension fund.
- Package increases of \$1.82 an hour for labourers, \$1.82 an hour for labourers, \$1.80 for teamsters and \$1.60-\$2.69 for equipment operators over the term of two agreements with the Metropolitan Toronto Sewer & Watermain Contractors Association. The package included 20 cents to the welfare fund for labourers and teamsters, and 10 cents to the welfare and pension funds for equipment operators.

- . A package increase of \$1.85 an hour including 10 cent to the welfare and pension funds, to labourers over the term of the agreement with the Heavy Construction Association of Toronto.
- . Package increases of \$1.33-\$1.58 an hour for equipment operators, \$1.44-\$1.51 an hour for labourers and \$1.46-\$1.93 an hour for teamsters over the term of the agreement with the National Capital Road Builders Association of Ottawa. The package included 10 cents to the welfare fund for equipment operators and labourers, and 20 cents to the pension fund for equipment operators and labourers.
- . Package increases of 85 cents-\$1.82 an hour for labourers over the term of the agreement with the Utility Contractors Association of Ontario, including 20 cents to the welfare fund for workers in Toronto, and 10 cents to the pension fund for all workers.
- . Package increases of \$1.20-\$2.00 for plumbers over the term of the distribution pipeline agreement with the Pipeline Contractors Association of Ontario.



Index to Settlements Reported, June 1986

Employer and Location	Union	Page
Alcan Rolled Products Ltd., Kingston	United Steelworkers (AFL-CIO/CLC) and Machinists (AFL-CIO/CLC) (production and maintenance empls.)	212
Architectural Glass and Metal Contractors Assn., province-wide	Ont. Council, Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction)	248
B. F. Goodrich Canada Inc., Kitchener	Rubber Workers (AFL-CIO/CLC)	207
Canadian Automatic Sprinkler Assn., Canada-wide except Que. and B.C.	Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement)	248
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees Assn. (Ind.) (full-time and part-time empls.)	236
Canadian Shipbuilding and Engineering Ltd., Port Arthur Shipbuilding Co. Div., Thunder Bay	United Steelworkers (AFL-CIO/CLC), Painters (AFL-CIO/CFL), Carpenters (AFL-CIO) and Plumbers (AFL-CIO/CFL)	215
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Assn., the Acoustical Assn. of Ont., the Resilient Flooring Contractors Assn. of Ont., the Caulking Contractors Assn. of Ont., the Industrial Contractors Assn. of Canada and the Interior Systems Contractors Assn. of Ont., province-wide	Ont. Provincial Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	249
Dare Foods Ltd., Biscuit Div., Kitchener	Bakery and Tobacco Workers (AFL-CIO/CLC)	204
Eaton Yale Ltd., Suspension Div., Wallaceburg	United Auto Workers (AFL-CIO)	213
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ont., province-wide	Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	250
Elgin County Board of Education, St. Thomas	Ont. Secondary School Teachers' Fed. (Ind.)	221
Essex County Board of Education, Essex	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	222
Frontenac County Board of Education, Kingston	Ont. Secondary School Teachers' Fed. (Ind.)	223



Index to Settlements Reported, June 1986

Employer and Location	Union	Page
Goldcrest Furniture Ltd., Toronto	Teamsters (Ind.)	209
Grey County Board of Education, Markdale	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	224
Grey County Board of Education, Markdale	Ont. Secondary School Teachers' Fed. (Ind.)	224
Halton Board of Education, Burlington	Employees Assn. (Ind.) (full-time and academic year clerical and technical empls.)	225
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	226
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	226
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	227
Hastings County Board of Education, Belleville	Ont. Secondary School Teachers' Fed. (Ind.)	228
H. J. Heinz Co. of Canada Ltd., Leamington	Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	203
Hudson Aviation Services (Toronto) Inc., Mississauga	Machinists (AFL-CIO/CLC) (full-time and part-time empls.)	259
Imasco Ltd., Imperial Tobacco Div., Guelph	Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office empls.)	207
Imperial Clevite Canada Inc., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	214
J. M. Schneider Inc., Kitchener	Schneider Employees' Assn. (Ind.)	202
Kent County Board of Education, Chatham	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	229
Labourers Employer Bargaining Agency for the Ontario General Contractors Assn., Labour Relations Bureau, Ont. Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., Concrete Floor Contractors Assn. of Ont., province-wide	Ontario Council, Labourers (AFL-CIO) (industrial, commercial and institutional construction)	245

Index to Settlements Reported, June 1986

Employer and Location	Union	Page
Lake Ontario Cement Ltd., Lake Ontario Cement Div., Sophiasburgh and Toronto	Boilermakers (AFL-CIO/CFL)	217
Lambton County Board of Education, Sarnia	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	229
Lawark County Board of Education, Perth	Ont. Secondary School Teachers' Fed. (Ind.)	230
Lennox Industries (Canada) Ltd., Toronto	United Steelworkers (AFL-CIO/CLC)	212
MacMillan Bathurst Inc., previously Consolidated-Bathurst Packaging Ltd., Pembroke, Etobicoke, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	211
Maple Leaf Village Investments Inc., Niagara Falls	Hotel Employees (AFL-CIO/CLC)	239
Metropolitan Industrial and Commercial Masonry Contractors Inc., OLRB Area 8	Bricklayers Intl. (AFL-CIO/CFL) (residential construction)	251
Metropolitan Toronto Catholic Children's Aid Society	CUPE (CLC) (full-time and part-time social workers, child care workers and other empls.)	237
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (full-time and part-time social workers, child care workers, general and office services and other empls.)	238
Metropolitan Toronto Plumbing and Heating Contractors Assn., a div. of the Mechanical Contractors Assn., OLRB Area 8	Plumbers, Residential Div. (AFL-CIO/CFL)	251
Metropolitan Toronto Road Builders' Assn., OLRB Area 8	Intl. Operating Engineers (AFL-CIO/CFL)	245
Middlesex County Board of Education, Hyde Park	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	231
Middlesex County Board of Education, Hyde Park	Ont. Secondary School Teachers' Fed. (Ind.)	231
Millwrighting Contractors Assn. of Ont. Inc., province-wide	Millwright District Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	252
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	205

Index to Settlements Reported, June 1986

Employer and Location	Union	Page
National Capital Road Builders Assn., Ottawa	Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	246
Ontario Erectors Assn. Inc., province-wide	Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction)	252
Ontario Housing Corp. and Metropolitan Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	220
Ontario Masonry Industry Employers Council, province-wide	Ont. Provincial Conference, Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commer- cial and institutional construc- tion)	262
Ontario Master Insulators' Assn. Inc., province-wide	Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance)	253
Ontario Painting Contractors Assn., Acoustical Assn. of Ont., and Interior Systems Contractors Assn. of Ont., province-wide	Ont. Council, Painters (AFL-CIO/CFL) (industrial, commercial, institu- tional and residential construc- tion)	254
Ontario Precast Concrete Manufacturers Assn., province-wide	Ont. Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction)	255
Ontario Refrigeration and Air Condition- ing Contractors Assn., province-wide	Plumbers (AFL-CIO/CFL) (construction empls.)	256
Ontario Sheet Metal and Air Handling Group, province-wide	Ont. Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	257
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide	Ont. Provincial Conference, Bricklayers Intl. (AFL-CIO/CFL) (industrial, commercial and institutional construction)	257
Parkwood Hospital and McCormick Home for the Aged, London	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	235
Phillips Cables Ltd., Brockville	Communications-Electrical Workers (CLC)	216

Index to Settlements Reported, June 1986

Employer and Location	Union	Page
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec	Plumbers (AFL-CIO/CFL)	247
Queen's University, Kingston	CUPE (CLC)	234
Residential Painting Contractors of Ont., OLRB Area 8	Painters (AFL-CIO/CFL)	258
Singer Co. of Canada Ltd., Controls Div., St. Thomas	United Steelworkers (AFL-CIO/CLC)	216
Strathearn House Group Ltd., Kroehler Furniture Co. Div., Stratford	United Steelworkers (AFL-CIO/CLC)	210
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	232
Toronto General Hospital	CUPE (CLC) (service and maintenance empls.)	260
Toronto-Residential Air Handling Group, OLRB Area 8	Sheet Metal Workers (AFL-CIO/CLC)	258
Transit Windsor	Transit Union (AFL-CIO/CLC)	219
Treasury Board of Canada	Professional Institute (Ind.) (computer systems administration group)	241
Treasury Board of Canada	Public Service Alliance (CLC) (communications group)	240
Treasury Board of Canada	Public Service Alliance (CLC) (drafting and illustration group)	261
Treasury Board of Canada	Public Service Alliance (CLC) (engineering and scientific support group)	241
Treasury Board of Canada	Public Service Alliance (CLC) (firefighters group, supervisory and non-supervisory empl's.)	242
Treasury Board of Canada	Public Service Alliance (CLC) (hospital services group, super- visory and non-supervisory empl's.)	243
Treasury Board of Canada	Public Service Alliance (CLC) (information services group)	243
Treasury Board of Canada	Public Service Alliance (CLC) (welfare programmes group)	244

Index to Settlements Reported, June 1986

Employer and Location	Union	Page
University of Guelph	Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	234
University of Waterloo	CUPE (CLC) (plant operations and food services empls.)	235
Utility Contractors Assn. of Ontario, province-wide	Ont. Provincial District Council, Labourers (AFL-CIO)	261
Wabco-Standard Ltd., American Standard Div., Lansdowne Plant, Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	218
Wajax Ltd., Pitman Manufacturing Co. Inc. subsidiary, Markham	Auto Workers (CLC)	259
Wellington County Board of Education, Guelph	Ont. Secondary School Teachers' Fed. (Ind.)	233



FOOD AND BEVERAGE

J. M. Schneider Inc., previously J.M. Schneider Inc. and Link Services Inc., at  
Kitchener - Schneider Employees' Association (Ind.): A 24-month  
 renewal agreement effective from June 1, 1986 to May 31, 1988,  
 covering 1,960 employees, settled at the bargaining stage.  
 Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
	Increases*	51¢ for all employees except in the Poultry Depart- ment**	52¢ for all employees except in the Poultry Depart- ment**
	Casual Employee	\$9.35 (\$9.35)	\$9.35
	Labourer (Bracket 0)	\$12.51 (\$12.00)	\$13.03
	Journeyman (certified level) (Bracket 38)	\$15.55 (\$15.04)	\$16.07

\* No increase to Casual Employee rate.

\*\* Effective June 1, 1986, Poultry Department employees who were earning \$9.70 receive a 51¢ per hour increase for a new hourly rate of \$10.21. Employees who were earning \$10.50 receive a 51¢ per hour premium, not rolled into wages, payable for a maximum of 40 hours per week. Effective June 1, 1987, 52¢ and 23¢ per hour increase respectively to bring all employees to a common rate of \$10.73. In addition, the second group receives a 29¢ per hour premium until the end of the contract.

Paid Vacation: 4 weeks after 10 (11) years of service.

Reporting Pay (Casual Employee) (new): 2 hours' pay.

Washroom Breaks (new): Two 8-minute breaks per shift. (Previously, company policy.)

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$15,000).  
Effective June 1, 1987, \$25,000.

Life Insurance for Retirees - Benefit is \$2,000 (\$1,500).

Long Term Disability - Employee is eligible for LTD for a 2-year period if unable to work in any company occupation (own occupation). Benefit is payable after 15-week UIC medical disability carve-out (new).

Dental Plan - Coverage to be updated annually to the current year's (1985) Ontario Dental Association fee schedule. Effective June 1, 1987, prostodontic services with 50%-50% co-insurance (new).

Pension Plan: Joint and Survivor Benefit (new) - Automatic conversion from Life-Guaranteed 5-year benefit at 100% to a 60% survivor benefit.

Pre-retirement Spousal Benefit (new) - Effective June 1, 1987, 50% of earned benefit if employee dies prior to retirement.

Contributory Supplemental Benefit - \$3.30 (\$2.80) per month per year of service.

Non-Contributory Supplemental Benefit - \$10.50 (\$9.50) per month per year of service.

Early Retirement Bridging Benefit (new) - \$275 per month for eligible employees age 61 to 65, retiring during specified time periods, and not transferable to spouse upon employee's death.

Vesting - Effective January 1, 1987, after 2 years of membership in the plan (previously, after 10 years and age 45).

Education Leave: Maximum 30 (25) paid days per year for union officers.

Tool Allowance (Garage Mechanic): One-time allowance of \$600 to purchase metric tools.

H. J. Heinz Company of Canada Limited at Leamington - Local 459, Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical, and quality control employees): Three 24-month renewal agreements effective from May 1, 1986 to April 30, 1988, covering 1,167 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	May 1/86	May 1/87
COLA Fold-in (6 month rate and above)		50¢	
General Increases		35¢	30¢
Skilled Trades Adjustments		15¢	10¢
<u>Plant Employees</u>			
Grade 1 (Light Production Worker "B")		\$13.85 (\$13.00)	\$14.15
Grade X (Skilled Maintenance A)		\$15.76 (\$14.76)	\$16.16

May 1/86

May 1/87

Weekly Rates

Office, Clerical and  
Technical Employees

Clerical Group	\$393.75-\$519.53	\$393.75-\$530.78
Grade 1	(\$384.20-\$487.65)	

Technical Group	\$455.00-\$612.88	\$455.00-\$627.88
Grade VI	(\$452.14-\$575.38)	

Quality Control  
Employees

Grade I	\$420.00-\$556.22	\$420.00-\$568.22
	(\$406.77-\$522.22)	

Grade VIII	\$483.00-\$633.30	\$483.00-\$649.30
	(\$469.39-\$593.30)	

Rates are determined by a salary progression schedule. Maximum rates are reached for Grade 1, Clerical, after 6 months from date of hire, for Grade 1, Quality, after 6 months and for Grades VI Technical and VIII Quality, after 30 months.

Cost of Living Allowance: 1¢ per 0.325 point change in the Consumer Price Index - 1971 = 100, using the April 1986 index as the base. Adjusted quarterly. Final payment in May 1988. (Basic formula is unchanged.)

Shift Premium: 0-3%-4.5% of Grade 1 rate (unchanged).

Meal Allowance (Highway Transport Drivers): \$4.75 (\$4.50). Effective May 1, 1987, \$5.

Dare Foods Limited, Biscuit Division at Kitchener - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 22 1/2-month renewal agreement effective from June 14, 1986\* to April 30, 1988, with wages retroactive to May 1, 1986, covering 326 employees, settled with mediation assistance. Duration of negotiations - 4 months.

\*Previous agreement expired April 30, 1986.

Wages:	Effective	<u>May 1/86</u>	<u>May 4/87</u>	<u>Nov. 2/87</u>
	Increases	50¢ to job rate*	50¢ to job rate*	5¢ to job rate**
	Skilled Trades Adjustment	20¢		
	Additional Adjustment	Some classi- fications re- grouped and wage grids revised		

	<u>May 1/86</u>	<u>May 4/87</u>	<u>Nov. 2/87</u>
Group K (G) (Packer)	\$9.70 (\$9.20)	\$10.20	\$10.25
Group F (E) (includes Service and General Labour)	\$10.00 (\$9.50)	\$10.50	\$10.55
Group L (includes Machinist/ Mechanic)	\$12.34 (\$11.64)	\$12.84	\$12.89

\* No increase to start rates, 25¢ increase to 30-day rates.

\*\* No increase to start rates or 30-day rates.

Shift Premium:	0-28¢-35¢ (0-25¢-35¢). Effective May 4, 1987, 0-30¢-35¢.
Call-In Pay:	Employee called in to work more than 2 hours before his regular shift receives time and one-half for the first 4 hours (new).
Bereavement Leave:	Up to 4 (3) days' paid leave upon death of spouse, commonlaw spouse and child.
Health and Welfare:	Extended Health Care - Effective July 1, 1986, employer pays up to \$4.75 per month for single coverage and up to \$18.10 per month for family coverage for hospital supplement (new). Annual deductible of \$25 for single or family coverage. Effective July 1, 1987, employer pays up to \$5.20 and \$19.90 respectively.  Dental Plan - Effective July 1, 1986, employer pays up to \$6.65 per month for single coverage and up to \$19.70 per month for family coverage. (Previously, 50% of premium costs.) Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective July 1, 1987, \$7.30 and \$21.65 respectively, and the 1985 O.D.A. fee schedule.
Meal Allowance (Truck Drivers):	\$6 (\$5) after 10 net hours on the truck. For overnight trips, \$10 for supper, \$6 for breakfast, and after 5 net hours on the truck, \$6 for lunch. (Previously, \$19 in total as company policy.) Effective May 4, 1987, \$11 for supper.
Room Allowance (Truck Drivers):	\$40 for overnight trips. (Previously, \$38 as company policy.)
Tool Allowance:	\$100 (\$95) per calendar year for loss or replacement.
Safety Shoe Allowance:	\$20 per year for second pair for certain classifications (new).

Monarch Fine Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/86</u>	<u>May 1/87</u>
	COLA Fold-in	50¢	
	General Increases	55¢	55¢
	Skilled Trades Adjustments	15¢	10¢
	Packer	\$14.97 (\$13.92)	\$15.52
	Maintenance: Class A	\$18.07 (\$16.87)	\$18.72
Cost of Living Allowance:	1¢ per 0.5 point change in the Consumer Price Index - 1971 = 100, using the March 1986 index as the base. Adjusted quarterly. Capped at 25¢ in the first year and 50¢ in total. (Basic formula is unchanged. Previously capped at 75¢ in the first year and 50¢ in the second year.)		
Paid Vacation:	5 weeks after 19 (20) years of service and 6 weeks after 28 (30) years.		
Bereavement Leave:	2 days' paid leave upon death of grandchild and grandparent (new).		
	The following changes are effective July 1, 1986, unless stated otherwise.		
Health and Welfare:	<u>Life Insurance and A. D &amp; D.</u> - Benefit is \$20,000 (\$15,000).		
	<u>Weekly Indemnity</u> - Benefit is 66 2/3% of earnings to the UIC maximum (unchanged) plus \$20 (new).		
	<u>Long Term Disability</u> - Employer contributes \$2.50 (\$2) per employee per week to union fund.		
	<u>Major Medical</u> - Employer contributes \$1 per employee per week toward premium cost for oxygen and assorted services not covered by OHIP.		
	<u>Vision Care</u> - Employer contributes \$6 (\$5) per employee per month to union optical plan.		
	<u>Dental Plan</u> - Effective January 1, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.		
Pension Plan:	<u>Employer Contribution</u> - \$12.50 (\$10) per employee per week to union fund.		



TOBACCO PRODUCTS

Imasco Limited, Imperial Tobacco Division at Guelph - Locals 323T and 338T, Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office employees): Two 19 1/2-month renewal agreements effective from September 3, 1986 to April 14, 1988, with wages retroactive to April 15, 1986, covering 732 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 15/86</u>	<u>Apr. 15/87</u>
	General Increases	6%	5%
	General Help (Group 2)	\$14.895 (\$14.050)	\$15.640
	Stock Handler/Shipping (Group 17)	\$18.030 (\$17.010)	\$18.930
	Production Mechanic (Trades Group 6)	\$23.220 (\$21.905)	\$24.380

Shift Premium  
(production employees): 0-45¢-65¢ (0-40¢-55¢).

Bereavement Leave: 2 (1) days' paid leave upon death of grandparent.

Health and Welfare: Life Insurance - Employee has option to withdraw \$5,000 upon death of spouse (new).

Vision Care (new) - Maximum claim is \$150 every 24 months for prescription lenses.

Dental Plan - Effective January 1, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Based on best 3 (5) years average earnings prior to retirement, but not exceeding 5 years average earnings by more than 7%.

Survivor Benefit - Surviving spouse receives 60% (50%) of employee's pension benefit.

RUBBER AND PLASTIC PRODUCTS

B. F. Goodrich Canada Inc. at Kitchener - Local 677, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1986 to May 31, 1989, covering 700 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>	<u>June 1/88</u>
	COLA Fold-in	33¢		

	<u>June 1/86</u>	<u>June 1/87</u>	<u>June 1/88</u>
General Increases			
Hourly Rated Employees	33¢	10¢	8¢
Incentive Employees	5¢		
Equity Adjustments	up to 15¢		

Hourly Rated

Labourer	\$11.94 (\$11.28)	\$12.04	\$12.12
Electrician (Electronically qualified)	\$14.68 (\$13.87)	\$14.78	\$14.86

Previous rates reflect COLA folded into rates and up to 15¢ in equity adjustments during the previous agreement.

Cost of Living  
Allowance:

1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the average index for April, May and June 1986 as the base. Adjusted quarterly. To be folded into rates at the end of each contract year. (Basic formula is unchanged.)

Shift Premium:

0-30¢-35¢ (0-25¢-30¢).

Health and  
Welfare:

Life Insurance and A. D. & D. - Benefit is \$25,000 (\$21,000).

Life Insurance for Retirees - Benefit is \$8,000 (\$7,500).

Weekly Indemnity - Maximum benefit is \$297 (\$231).

Vision Care - Maximum claim is \$120 (\$100) every 2 years.

Hearing Aid - Maximum claim is \$500 (\$300) every 5 years.

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

Survivor Transition and Bridging Benefits - Maximum \$400 (\$300) per month, less any applicable statutory offsets for 24 months. Minimum benefit is \$150 per month (unchanged).

Pension Plan:

Basic Benefit - \$20 (\$17.25) per month per year of service.

Supplemental Benefit - Type A, \$12.50 (\$11.75) per month per year of service to a maximum of 30 years.

Supplemental  
Unemployment  
Benefit Plan:

Employer Contribution - 9¢-19¢ (7-17¢) per hour, depending on level of fund.

# FURNITURE AND FIXTURE

Goldcrest Furniture Ltd. at Toronto - Local 847, Teamsters (Ind.)\*: A 36-month renewal agreement effective from April 1, 1986 to March 31, 1989, covering 200 employees, settled during a work stoppage. Duration of negotiations - 6 months.

\* Previously, Canadian Industrial Employees (CCU).

Wages:	Effective	<u>Apr. 1/86</u>	<u>June 7/86</u>
	General Increase	50¢	
	Additional Adjustment		Restructuring of wage schedule*
	Grade 2 (General Help)	\$7.71-\$7.81 (\$7.21-\$7.31)	\$7.71-\$7.81
	Grade 27 (Industrial Maintenance Mechanic)	\$14.51 (\$14.01)	\$14.51
	Effective	<u>Apr. 1/87</u>	<u>Apr. 1/88</u>
	General Increase	50¢	Wage Re-opener
	General Help	\$8.21-\$8.31	
	Industrial Maintenance Mechanic	\$15.01	

\* For newly hired employees, Grades 1 to 6 reduced to 3 (50) classifications. Deleted classifications replaced by General Labour classification.

Maximum rate for General Help is reached after 12 months.

Health and Welfare: Life Insurance, A. D. & D., Weekly Indemnity, Drug and Dental Plans - Effective December 1, 1986, employer contributes \$55 per month per eligible employee to union fund. (Previously, employer paid plan.) Effective April 1, 1987, \$70.

Education Allowance (new): Employer pays full tuition of approved courses that are relevant to the skills required by the introduction of technological and/or equipment change, if successfully completed.

Safety Shoe Allowance: \$35 (\$17.50) per year.

Smock Allowance: Eliminated. (Previously, \$17.50 per year.)

Negotiating Committee Pay (new): Paid leave for union stewards at negotiating meetings up to conciliation.

Strathearn House Group Limited, Kroehler Furniture Co. Division at Stratford - Local 199U, United Steelworkers\* (AFL-CIO/CLC): A 24-month renewal agreement effective from June 30, 1986 to June 29, 1988, covering 248 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

\* Previously, Upholsterers (AFL-CIO/CLC).

Wages:	Effective	<u>June 30/86</u>	<u>June 29/87</u>
	Increases		
	Hourly Workers	42¢	45¢
	Pieceworkers	35¢	38¢
	Additional Adjustments	some job class and equity adjustments	5¢ for Signature Chair employees
	Skilled Trades Adjustment	15¢ for all Mechanics	
	<u>Hourly Workers</u>		
	Job Group 28 (includes Cutter)	\$7.79 (\$7.32)	\$8.29
	Job Group 3 (includes Master Maintenance Mechanic)	\$10.03 (\$9.46)	\$10.48
Paid Holidays:	1/2 of the last work day before Christmas is added for a total of 11 (10 1/2) days.		
Paid Vacation:	4 weeks after 17 (20) years of service and 5 weeks after 35 years (new). Effective June 29, 1987, 5 weeks after 33 years.		
Bereavement Leave:	1 day's paid leave upon death of brother/sister-in-law (new).		
Health and Welfare:	Employer contributes 4.25% (4%) of gross wages to Union Health and Welfare Fund. Effective June 29, 1987, 4.5%.		
	<u>OHIP</u> - Employer pays 100% of the premium cost for the duration of this contract. (Previously, employer paid 100% of the June 25, 1984 rates.)		

PAPER AND ALLIED

MacMillan Bathurst Inc., previously Consolidated-Bathurst Packaging Limited at  
Pembroke, Etobicoke, St. Thomas and Whitby - various locals,  
Woodworkers (AFL-CIO/CLC): Four 36-month renewal agreements  
 effective from January 1, 1986 to December 31, 1988, covering 583  
 employees, settled at the conciliation officer stage. Duration  
 of negotiations - 7 months.

Wages:	Effective	Jan. 1/86	July 1/87	Jan. 1/88
	General	2.5% plus	4% based on	5% less 10¢
	Increases	10¢	rates prior to the January 1/86 10¢ adjust- ment	
	General	\$12.62	\$13.02	\$13.57
	Labour	(\$12.21)		
	Electrician	\$14.76	\$15.25	\$15.91
		(\$14.30)		
Cost of Living Provision:	Suspended, as previously.			
Shift Premium:	0-35¢-50¢ (0-30¢-40¢).			
Overtime Pay:	Effective June 12, 1986, for St. Thomas, Etobicoke and Whitby plants, double time for all hours worked on Sundays and holidays (new) and double time (time and a half) for all hours worked in excess of 8 hours per day.			
Health and Welfare:	<u>Weekly Indemnity</u> - Effective July 1, 1986, maximum benefit is \$290 (\$270) per week or the UIC maximum, whichever is greater. Effective January 1, 1987, \$305. Effective January 1, 1988, \$315.			
	<u>Long Term Disability</u> - Effective July 1, 1986, benefit is \$1,200 (\$850) per month. Effective January 1, 1987, \$1,300.			
	<u>Dental Plan</u> - Effective July 1, 1986, coverage is based on the 1985 (1982) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule and \$500 maximum lifetime orthodontic benefit is added (new).			
Pension Plan:	<u>Terminating Employees</u> - 7% interest paid on refund of contribution (new).			
	<u>Pension Guarantee (new)</u> - Five year guarantee of pension payments.			
	<u>Pembroke</u> - Existing plan replaced by the plan in effect at Whitby, Etobicoke and St. Thomas plants.			



Safety Shoe Allowance: Effective June 12, 1986, \$36 (\$30) per year. Effective January 1, 1987, \$38. Effective January 1, 1988, \$40.

Tool Allowance: \$100 per year for all Mechanics using their own tools (\$75 for Mechanic A, \$60 for Mechanic B, and \$50 for Mechanic C).

Severance Pay: Eligible employees with 5 (10) or more years of service terminated as a result of technological change receive 40 hours' pay per year of service at their current hourly rate. Eligible employees with 3 or more years of service terminated as a result of plant closure receive 40 hours' pay per year of service at their current hourly rate to a maximum of 1,040 hours. (Previously, employees with 1 to 10 years of service received 20 hours' pay and over 10 years received 40 hours' pay.)

#### PRIMARY METAL

Alcan Rolled Products Ltd., previously Alcan Canada Products Ltd., at Kingston -  
Local 343, United Steelworkers (AFL-CIO/CLC) and Local 54,  
Machinists (AFL-CIO/CLC) (production and maintenance employees):  
Two 36-month renewal agreements effective from May 18, 1986 to May 19, 1989, covering 749 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages: No increase in rates that were in effect at the expiry of the previous agreement.

Local 343, United Steelworkers      May 18/86

Grade 1      \$11,591  
(includes General Labourer)

Labour Grade 16      \$14,966  
(84" Rolling Mill Operator "A")

Lump Sum Payments: \$500 per employee. Effective May 18, 1987, \$800. Effective May 18, 1988, \$800.

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1981=100 (1971=100), using the January 1988 index as the base. Triggered at 5%. Capped at 40¢. Adjusted quarterly. (Formula did not trigger.)

Health and Welfare: Dental Plan - Coverage is based on the 1986 (1980) Ontario Dental Association fee schedule.

#### METAL FABRICATING

Lennox Industries (Canada) Limited at Toronto - Local 7235, United Steelworkers  
(AFL-CIO/CLC): A 23-month renewal agreement effective from June 9, 1986 to May 1, 1988, covering 225 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 9/86</u>	<u>May 1/87</u>
	Increases		
	Non-Incentive Rates	40¢	40¢
	Incentive Rates	28¢	28¢
	<u>Non-Incentive Rates</u>		
	Labour Grade 7 (Labourer-General)	\$10.63 (\$10.23)	\$11.03
	Labour Grade 1 (includes Maintenance Mechanic No. 1)	\$12.77 (\$12.37)	\$13.17
Lump Sum Settlement Payment:	\$85 per employee who was fully employed between May 1, 1986 and June 6, 1986.		
Shift Premium:	0-34¢-38¢ (0-29¢-32¢). Effective May 1, 1987, 0-35¢-40¢.		
Paid Vacation:	4 weeks after 11 (12) years of service, and 5 weeks after 21 (22) years. Effective May 1, 1987, 5 weeks after 20 years.		
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$20,000 (\$18,000). Effective May 1, 1987, \$22,000.		
	<u>Dental Plan</u> - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$13.50 (\$12.50) per month per year of service. Effective May 1, 1987, \$14.50.		
Meal Allowance:	\$4 (\$3) after 2 hours of overtime if not notified 1 day in advance.		
Safety Shoe Allowance:	\$44 (\$43) once per year. Effective May 1, 1987, \$45.		

#### TRANSPORTATION EQUIPMENT

Eaton Yale Ltd., Suspension Division at Wallaceburg, Local 251, United Auto Workers (AFL-CIO): A 36-month renewal agreement effective from June 1, 1986 to June 1, 1989, covering 384 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 2/86</u>	<u>June 1/87</u>	<u>May 30/88</u>
	General Increases	26¢	20¢	20¢
	Labourer	\$12.36 (\$12.10)	\$12.56	\$12.76
	Electrician	\$14.81 (\$14.55)	\$15.01	\$15.21

Student Rate (new) - 70% of classification rate for summer employment.

Lead Hand Premium: 40¢ (20¢) per hour.

Paid Vacation: 5 weeks after 20 years of service (new).

Health and Welfare: Weekly Indemnity - Benefit is updated annually to the current UIC weekly rate (unchanged).

Dental Plan - Blue Cross Riders #2 and 3 added, with 50%-50% co-insurance for dentures and orthodontic services, and a maximum lifetime claim of \$500 for orthodontic services. Effective January 1, 1987, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Benefit - For retirements effective March 1, 1986, \$12 (\$10) per month per year of service. Effective March 1, 1987, \$14. Effective June 1, 1988, \$17.

Current Retirees - Effective March 1, 1986, benefits are increased by \$1 per year of service. Effective June 1, 1987, increased by \$1.

Imperial Clevite Canada Inc., Mechanical Products Division at St. Thomas - Local 1975, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 19, 1986 to May 18, 1989, covering 585 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 19/86</u>	<u>May 18/87</u>	<u>May 18/88</u>
COLA Fold-in		22¢		
General Increases		50¢	50¢	55¢
Skilled Trades Adjustments		10¢	5¢	5¢
Labour Grade 16 (includes Packer-Service)		\$10.21 (\$9.49)	\$10.71	\$11.26
Labour Grade 2 (includes Toolmaker A)		\$13.80-\$13.90 (\$12.98-\$13.08)	\$14.35-\$14.45	\$14.95-\$15.05

Maximum rate for Toolmaker A is reached after 1 year.

Cost of Living Provision: Inoperative. (Previously, 1¢ per 0.4 point increase in the Consumer Price Index - 1971=100 above the April 1985 base. Adjusted quarterly. Capped at 22¢.)

Shift Premium: Effective May 18, 1987, 0-25¢-27¢ (0-23¢-25¢).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$15,000-\$18,000 (\$14,000-\$17,000), depending on wages. Effective May 18, 1987, \$16,000-\$19,000. Effective May 18, 1988, \$17,000-\$20,000.

Weekly Indemnity - Benefit is \$170-\$205 (\$160-\$195), depending on wages. Effective May 18, 1987, \$180-\$215. Effective May 18, 1988, \$190-\$225.

Dental Plan - Coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$14 (\$13) per month per year of service. Effective May 18, 1987, \$15. Effective May 18, 1988, \$16.

Safety Shoe Allowance: Maximum \$52 (\$50) per year.

Canadian Shipbuilding and Engineering Limited, Port Arthur Shipbuilding Company  
Division at Thunder Bay - Local 5055, United Steelworkers  
(AFL-CIO/CLC), Local 1671, Painters (AFL-CIO/CFL), Local 2693,  
Carpenters (AFL-CIO), and Local 628, Plumbers (AFL-CIO/CFL): Two  
 36-month renewal agreements effective from July 1, 1986 to June  
 30, 1989, covering 250\* employees, settled with mediation  
 assistance. Duration of negotiations - 1 month.

\*Includes 150 employees currently on lay-off status.

Wages:	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	General Increases	30¢	50¢
	Helper	\$12.30 (\$12.00)	\$12.80
	Electrician Class 1	\$14.18 (\$13.88)	\$14.68

Start Rate (new) - \$1 below job rate for the first 6 months.

Lump Sum Settlement Payment: \$200 per active employee and employee on lay-off if recalled by June 30, 1987.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100 from the May 1987 index to the May 1988 index. Triggered at 6% (5%) and capped at 8%. To be folded into wages. (Previously, no cap. Formula did not trigger.)

Health and Welfare: Weekly Indemnity - Maximum benefit is \$230 (\$220) per week. Effective July 1, 1987, \$245. Effective July 1, 1988, \$255.

Dental Plan - Coverage is based on the 1984 (1982) Ontario Dental Association fee schedule. Effective July 1, 1987, the 1985 O.D.A. fee schedule. Effective July 1, 1988, the 1986 O.D.A. fee schedule.

Pension Plan: Employer contribution - 20¢ (17¢) per hour worked. Effective July 1, 1987, 25¢. Effective July 1, 1988, 30¢.

## ELECTRICAL PRODUCTS

Singer Company of Canada Limited, Controls Division at St. Thomas - Local 4990, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 24, 1986 to March 24, 1987, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 24/86</u>
	Increase	Realignment of wage schedule
	Labourer Grade 1, Class B (includes Assembler)	\$7.72 (\$7.37)
	Labour Grade 12, Class 1 Toolmaker	\$12.47 (\$11.12)
Shift Premium:	7% for the second shift, and 8 hours' pay for 6 2/3 hours' work for the third shift (unchanged).	
Paid Vacation:	3 weeks after 7 (8) years of service.	
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Benefit is \$12,000 (\$10,000).	
Prescription Safety Glasses:	\$40 (\$20) per pair.	
Safety Shoe Allowance:	\$20 (\$10) per pair.	

Phillips Cables Limited at Brockville - Local 510, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 380 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/86</u>	<u>July 1/87</u>
	Increases	25¢ on day work rates	25¢ on day work rates
		23¢ on bonus base rates	23¢ on bonus base rates
	<u>Day Work Rates</u>		
	Labourer (Wire Mill)	\$11.66-\$11.83 (\$11.41-\$11.58)	\$11.91-\$12.08



	<u>July 1/86</u>	<u>July 1/87</u>
Maintenance Technician Gr. 2 (Electrical Services)	\$14.10-\$14.46 (\$13.85-\$14.21)	\$14.35-\$14.71
Maximum rates are reached on the basis of 5¢ per hour for each 10 consecutive payroll weeks in the classification.		
Cost of Living Allowance:	1¢ per 0.34 point increase in the Consumer Price Index - 1971=100, using the July 1986 index as the base. Triggered at 4% each year. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)	
Bereavement Leave:	3 (1) days' paid leave upon death of brother/sister-in-law.	
Health and Welfare:	<p><u>Major Medical</u> - Maximum benefit is \$50,000 (\$25,000) per employee and each dependent, less any benefits paid in the two preceding years.</p> <p><u>Long Term Disability</u> - Benefit is 50% of gross (net) wages, less any additional benefits or workers' compensation payments.</p> <p><u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.</p> <p><u>Continuation of Benefits</u> - Employer contributes to pay premium costs of OHIP and Drug Plan for employees who retire early until they reach age 65 (new).</p>	
Pension Plan:	<p><u>Basic Benefit</u> - For retirements effective on or after July 1, 1986, \$17 per month per year of service. Effective July 1, 1987 for retirements effective prior to July 1, 1986, \$17 (\$13.20).</p> <p><u>Vesting</u> - After 2 (10) years of service.</p>	
Restoration of Pensionable Service:	6 weeks service lost during strike in 1984 to be restored and credited to all active and retired employees.	
Safety Shoe Allowance:	\$30 (\$27) per pair.	
Meal Allowance:	\$4 (\$2.80) for employee given less than 24 hours notice of overtime.	

#### NON-METALLIC MINERAL PRODUCTS

Lake Ontario Cement Limited, Lake Ontario Cement Division at Sophiasburgh and Toronto - Local 387, Boilermakers (AFL-CIO/CFL): A 36-month renewal agreement effective from December 1, 1985 to November 30, 1988, covering 210 employees, settled during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 1/85</u>	<u>Dec. 1/86</u>	<u>Dec. 1/87</u>
	General Increases		35¢	50¢
	Additional Adjustment	Restructuring of probationary Labourer Rate		
	Class 2 (includes Labourer)	\$14.45 (\$14.45)	\$14.80	\$15.30
	Class 21 (includes Instrument Mechanic)	\$16.35 (\$16.35)	\$16.80	\$17.30
Lump Sum Settlement Payment:	Effective June 30, 1986, \$500 per employee.			
Cost of Living Allowance:	1¢ per 0.275 point increase in the Consumer Price Index - 1971=100, using the October 1985 index as the base. Triggers at 10%. Adjusted quarterly. (Basic formula is unchanged. Formula did not trigger.)			
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Effective July 1, 1986, benefit is 2,080 times regular hourly rate, updated twice per year. (Previously, \$32,000.)			
	<u>Weekly Indemnity</u> - Effective January 1, 1986, maximum benefit is \$297 (\$276) per week or UIC maximum, whichever is greater.			
	<u>Long Term Disability</u> - Effective July 1, 1986, maximum benefit is \$14,000 (\$12,000) per year.			
	<u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.			
Pension Plan:	<u>Early Retirement</u> - Effective June 30, 1986, employee at age 57 with 30 years of service is eligible for an unreduced pension (previously, at age 60 if age plus years of service equalled 85).			
Safety Shoe Allowance:	Effective January 1, 1987, \$75 (\$60) per year.			

Wabco-Standard Limited, American Standard Division, Lansdowne Plant at Toronto -  
Local 231, Glass, Pottery and Plastic Workers (AFL-CIO/CLC): A  
 24-month renewal agreement effective from May 15, 1986 to May 14,  
 1988, covering 320 employees, settled during a work stoppage.  
 Duration of negotiations - 2 months.

Wages:	Effective	<u>May 15/86</u>	<u>May 15/87</u>
	Increases		
	Day Workers	40¢-58¢	40¢-58¢
	Incentive Workers	30¢	30¢

	<u>May 15/86</u>	<u>May 15/87</u>
<u>Day Worker Rates*</u>		
Plastics A (Assembler)	\$8.29-\$8.49 (\$7.89-\$8.09)	\$8.69-\$8.89
Plastics G (Mould Maintenance) Set-Up)	\$14.62 (\$14.04)	\$15.20

\* Existing 20¢ per hour add-on to incentive and day rates continues.

Maximum rate for Assembler is reached after two 3-month increases.

The following changes are effective June 13, 1986, unless stated otherwise.

Vacation Bonus: \$30 (\$20) per week of vacation.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$13,500 (\$13,000).  
Effective May 15, 1987, \$14,500.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective May 15, 1987, the 1985 O.D.A. fee schedule.

Pension Plan: Basic Monthly Benefit Per Month Per Year of Service - Varies by years of service as shown (new):

Effective	<u>June 13/86</u>	<u>May 15/87</u>
up to 20 years of service	\$15.50	\$16
20-30 years of service	\$16	\$16.50
30 and over years of service	\$16.50	\$17

(Previously, \$15 per month per year of service.)

Vesting - After 2 (10) years of service.

Early Retirement Option (new) - Benefit is reduced by 3% per year of early retirement from age 62 to age 65.

Meal Allowance: Emergency overtime lunch allowance is \$5 (\$4).

Safety Shoe Allowance: Effective May 15, 1987, \$50 (\$45) per year.

#### TRANSPORTATION

Transit Windsor - Local 616, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1986 to February 28, 1988, covering 200 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/86</u>	<u>Mar. 1/87</u>
	General Increases	4%	4%
	Other Adjustment		Janitor re-classified to Plant Maintenance Personnel
	Telephone Operator	\$9.64 (\$9.27)	\$10.03
	Operator	\$12.97 (\$12.47)	\$13.49
	Welder	\$14.09 (\$13.55)	\$14.65
<u>Start Rate</u> - 75% (95% for regular employees and 85% for temporary employees) of job rate for the first 12 (8) months.			
Shift Premium:	Effective March 1, 1987, 0-30¢-30¢ (0-25¢-25¢).		
Skilled Trades Premium (new):	Effective November 1, 1986, 25¢ per hour for up to 40 hours per week.		
Stock Room Premium (new):	Effective January 1, 1987, 10¢ per hour for Maintenance Stores Personnel.		
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Effective March 1, 1987, benefit is \$20,000 (\$15,000).		
	<u>Long Term Disability</u> - Effective March 1, 1987, benefit is \$650 (\$550) per month.		
	<u>Dental Plan</u> - Effective June 1, 1986, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective March 1, 1987, the 1985 O.D.A. fee schedule. Effective January 1, 1988, the 1986 O.D.A. fee schedule.		

#### FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and Metropolitan Toronto Housing Authority at Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 606 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	4%	4%*
	Additional Adjustment	Classification adjustments**		

	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Labourer	\$11.84 (\$11.38)	\$12.31	\$12.80
Shift Engineer 3rd Class	\$13.75 (\$13.22)	\$14.30	\$14.87

\* Conditional wage re-opener if the Consumer Price Index increases by more than 5% from the January 1987 index to the December 1987 index.

\*\* Chief Operating Engineer classification deleted, Pest Control Technician classification added.

Shift and On-Site Premiums:	Effective July 1, 1986, 55¢ (50¢). Effective July 1, 1987 60¢. Effective July 1, 1988, 65¢.
Saturday/Sunday Premium:	Effective July 1, 1987, 70¢ (65¢) per hour worked. Effective July 1, 1988, 75¢.
Senior Premium:	70¢ (65¢) per hour over the rate of the highest paid employee supervised. Effective January 1, 1987, 80¢. Effective January 1, 1988, 90¢.
Paid Vacation:	Effective July 1, 1987, 30 days after 25 years of service (new).
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% (90%) of premium cost. <u>Hearing Aid (new)</u> - Effective July 1, 1986, maximum claim is \$200 per person once per lifetime. <u>Dental Plan</u> - Employer pays 100% of premium cost for Blue Cross Rider #2 providing denture services with 50%-50% co-insurance and a maximum claim of \$1,000 per person per year (new).
Severance Pay:	Upon termination after 7 (8) or more years of service, for reasons other than discharge with cause, employee receives an amount equal to 1/2 of the sick leave credits to a maximum of 130 days. Effective January 1, 1987, after 6 years. Effective January 1, 1988, after 5 years.

#### EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/86</u>
	Increase	\$900-\$2,500
	Teacher-Category I 0-12 years	\$20,200-\$39,550 (\$19,300-\$38,000)



Sept. 1/86

Teacher-Category IV 0-12 years	\$26,200-\$48,125 (\$25,000-\$46,200)
Co-ordinator 0-3 years	\$49,125-\$51,625 (\$47,200-\$49,700)
Vice-Principal 0-3 years	\$54,700-\$57,700 (\$52,500-\$55,500)
Principal 0-3 years	\$61,500-\$64,500 (\$59,000-\$62,000)

Health and Welfare: Life Insurance, OHIP and Long Term Disability Plan - Employer pays 80% (75%) of premium costs.

Job Sharing (new): A full-time teacher with 5 or more years of service with the Board may volunteer to share their job with a surplus teacher for a 1-year term.

Essex County Board of Education at Essex - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 540 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages: Effective Sept. 1/86

General Increase	4.3%
Teacher-Category 1 0-10 years	\$23,245-\$39,685 (\$22,285-\$38,045)
Teacher-Category 4 0-10 years	\$27,440-\$48,400 (\$26,305-\$46,400)
Vice-Principal 0-3 years	\$53,355-\$57,170 (\$51,150-\$54,805)
Principal 0-3 years	\$59,765-\$64,735 (\$57,295-\$62,060)

Responsibility Allowances: Increased in accordance with the general salary increases.

Graduate Degree Allowances: \$680 (\$650) for Master's Degree and \$885 (\$850) for Ph.D. Degree.

Health and Welfare: Drug Plan - \$1 (35¢) deductible for generic (new) and prescription drugs.

Vision Care - Maximum claim is \$100 (\$60) every 24 months.

Dental Plan - Coverage is extended to cover crowns, bridges, in-lays and on-lays (new).

Job Sharing (new): Salary and benefits are pro-rated in proportion to the time scheduled.

Frontenac County Board of Education at Kingston - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 443 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases		4.1% rounded to nearest \$10 for Teachers, average 5% for Vice-Principal and Principal	Minimum 3%*
Teacher-Category 1 0-11 years		\$22,270-\$39,800 (\$21,390-\$38,230)	
Teacher-Category 4 0-12 years		\$26,470-\$48,300 (\$25,430-\$46,400)	
Vice-Principal 0-3 years		\$53,790-\$56,520 (\$51,200-\$53,820)	
Principal 0-4 years		\$58,970-\$64,290 (\$56,170-\$61,280)	

\* Increase to equal the percentage increase in the Consumer Price Index - 1981=100 from the May 1986 index to the May 1987 index plus 0.5%, to a maximum of 6%.

Lump Sum Payment: Effective August 31, 1987, \$475 for Principal and Vice-Principal.

Responsibility Allowances:	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Librarian	\$555 (\$520)	\$590
Assistant Head	\$1,325 (\$1,200)	\$1,450
Minor Head	\$1,920 (\$1,720)	\$2,120
Major Head/Consultant	\$2,975 (\$2,700)	\$3,250
Co-ordinator	\$3,185 (\$2,900)	\$3,460

Paid Maternity and Adoption Leave (new): Maximum 15 weeks at the difference between 60% of weekly salary and UIC benefit.

Health and Welfare: Life Insurance - Employer pays 50% (43%) of premium costs.

Grey County Board of Education at Markdale - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	3.2%	4.6%
	Teacher-Category D 0-6 years	\$17,047-\$23,708 (\$16,511-\$22,964)	\$17,831-\$24,799
	Teacher-Category A1 0-10 years	\$22,062-\$38,611 (\$21,368-\$37,398)	\$23,077-\$40,387
	Teacher-Category A4 0-12 years	\$25,739-\$47,802 (\$24,930-\$46,300)	\$26,923-\$50,000

Responsibility Allowances: Increased in accordance with the general salary increases.

Grey County Board of Education at Markdale - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 327 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	3.9% for Teachers, 3.9%-4.1% for Vice-Principal and Principal	4.4% for Teachers, 4.4%-4.6% for Vice-Principal and Principal
	Teacher-Category I 0-10 years	\$22,324-\$39,067 (\$21,485-\$37,599)	\$23,306-\$40,786
	Teacher-Category IV 0-12 years	\$26,045-\$48,367 (\$25,066-\$46,549)	\$27,191-\$50,495
	Vice-Principal 0-3 years	\$53,989-\$56,689 (\$51,859-\$54,559)	\$56,483-\$59,183
	Principal 0-3 years	\$61,450-\$64,450 (\$59,027-\$62,027)	\$64,285-\$67,285
Responsibility Allowances:	Co-ordinator	\$6,651 (\$6,651)	
	Director	\$3,458 (\$3,325)	
	Major Head	\$2,987 (\$2,872)	
	Minor Head	\$2,348 (\$1,858)	
	Assistant	\$1,887 (\$1,858)	

Cost of Living Allowance:	1% per 1% increase in the Consumer Price Index, using the August 1986 index as the base. Triggered at 10% and capped at 13%. To be folded into wages at the end of the contract. (Basic formula is unchanged. Formula did not trigger).
Extra Degree Allowance:	Increased by 4%.
Relocation Allowance:	\$1,200 (\$1,000) for transfer to position outside the municipality if requested by the Board. \$1,200 (\$1,000) for administrative transfer of Principal or Vice-Principal relocated outside the municipality.
Education Allowance:	\$60 (\$55) per week living allowance and \$150 (\$125) for 2 (1) round trips to the course location.

Halton Board of Education at Burlington - Employees Association (Ind.) (full-time and academic year clerical and technical employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>July 1/86</u>	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases		4%	1% non-compounded	*
Category II (includes Clerk Typist-Schools)		\$7.96-\$9.24 (\$7.65-\$8.88)	\$8.03-\$9.32	
Category VII (Repair Technician)		\$12.50-\$15.57 (\$12.02-\$14.97)	\$12.62-\$15.72	

\* Increase to equal the percentage increase in the Consumer Price Index - 1981=100 from the January 1987 index to the May 1987 index plus 0.5%, to a maximum of 5%.

Maximum rate for Clerk Typist-Schools is reached after 3 years and for Repair Technician after 4 years.

Paid Vacation: 5 weeks after 19 (20) years of service and 6 weeks after 25 (26) years.

Health and Welfare: OHIP - Effective January 1, 1987, employer pays 90% (80%) of premium cost.

Major Medical - Effective January 1, 1987, employer pays 100% (80%) of premium cost.

Vision Care - Effective January 1, 1987, maximum claim is \$100 (\$80) every 2 years.

Dental Plan - Effective January 1, 1987, employer pays 95% (80%) of premium cost. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Professional Development Fund (new): \$6,000.

Hamilton City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>
	Increase	4.25% for Teacher and Supervisor; 4%-5% for Principal and Vice-Principal
	Teacher-Category D 0-6 years	\$15,856-\$23,824 (\$15,210-\$22,853)
	Teacher-Category A1 0-11 years	\$22,640-\$37,871 (\$21,717-\$36,327)
	Teacher-Category A4 0-11 years	\$27,169-\$48,371 (\$26,061-\$46,399)
	Vice-Principal 0-2 years	\$49,626-\$50,647 (\$46,910-\$48,103)
	Principal Category A* 0-5 years	\$51,720-\$55,920 (\$49,603-\$53,482)
	Category B** 0-2 years	\$56,420-\$57,920 (\$53,743-\$55,207)
	Supervisor 0-2 years	\$56,038-\$60,137 (\$53,753-\$57,685)

\* Principal of school with 11 (13) or fewer teachers.

\*\* Principal of school with 12 (14) or more teachers.

Responsibility, Extra Degree, and Special Allowances: Increased by 4.25%, except for Outdoor Education Allowance, \$1,012 (\$770) and Program Leader, Alternative Education \$3,272 (new).

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 4 months.



Wages:	Effective	Sept. 1/86
	Increase	4.25% for Teacher and Supervisor; 5.6% for Principal and Vice-Principal
	Teacher-Category I 0-11 years	\$22,640-\$37,871 (\$21,717-\$36,327)
	Teacher-Category IV 0-11 years	\$27,169-\$48,371 (\$26,061-\$46,399)
	Vice-Principal 0-2 years	\$54,613-\$57,218 (\$51,710-\$54,177)
	Supervisor 0-2 years	\$56,038-\$60,137 (\$53,753-\$57,685)
	Principal	
	Vocational School 0-2 years	\$57,188-\$61,212 (\$54,148-\$57,958)
	Composite School 0-2 years	\$59,677-\$64,250 (\$56,505-\$60,835)
Responsibility, Extra Degree, and Special Allowances:	Increased by 4.25%, except for Outdoor Education Resource Teacher, \$1,012 (\$770).	
Armed Forces Service Allowance:	Discontinued. (Previously \$50 per year of service, capped at \$250 per year for teacher employed before August 31, 1980, who served in the Second World War and/or Korean War.)	
Health and Welfare:	<u>Dental Plan</u> - 75%-25% (50%-50%) co-insurance.	

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 4 1/4 months.

Wages:	Effective	Sept. 1/86	Jan. 1/87
	General Increases	2.5%	1.71%
	Teachers-Category D 0-7 years, January 1, 1987, 0-8 years	\$18,824-\$23,754 (\$18,365-\$23,175)	\$19,146-\$24,460

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
Teacher-Category A1 0-11 years	\$22,234-\$37,686 (\$21,692-\$36,767)	\$22,615-\$38,330
Teacher-Category A4 0-11 years	\$26,687-\$47,533 (\$26,036-\$46,374)	\$27,144-\$48,346
Principal/Co-ordinator 4 (3) levels; overall range shown	\$48,445-\$55,864 (\$47,263-\$53,526)	\$49,414-\$56,981

Sick Leave: Accumulation is to a maximum of 230 (220) days.

Health and Welfare: Dental Plan - Effective January 1, 1987, employer pays 65% (60%) of premium costs.

Hastings County Board of Education at Belleville - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
General Increases		3%	1.7%
Teacher-Category 1 0-11 years		\$23,229-\$37,451 (\$22,552-\$36,360)	\$23,624-\$38,088
Teacher-Category 4 0-13 years		\$27,496-\$47,562 (\$26,695-\$46,177)	\$27,963-\$48,371
Vice-Principal 0-3 years		\$53,391-\$55,333 (\$51,836-\$53,721)	\$54,299-\$56,274
Principal 0-3 years		\$60,124-\$63,747 (\$58,373-\$61,891)	\$61,146-\$64,831

Graduate Degree Allowances: \$630 (\$600) for Master's Degree and \$1,260 (\$1,200) for Ph.D. Degree.

Related Experience Allowance: \$397 (\$378) per year of approved trade or professional experience, to a maximum of \$2,382 (\$2,268).

Health and Welfare: Life Insurance - Benefit is \$100,000 (\$25,000).

Long Term Disability - Employee pays 100% (50%) of premium costs.

Major Medical - Employer pays 100% (75%) of premium costs.

Dental Plan - Employer pays 100% (50%) of premium costs.  
Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Kent County Board of Education of Chatham - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.4%
	Teacher-Category 1 0-5 years	\$17,320-\$24,132 (\$16,590-\$23,115)
	Teacher-Category 4 0-10 years	\$22,498-\$38,211 (\$21,550-\$36,600)
	Teacher-Category 7 0-11 years	\$26,758-\$48,061 (\$25,630-\$46,035)
	Principal 0-3 years	\$51,991-\$57,942 (\$49,800-\$55,500)
Responsibility Allowances:	Vice-Principal and Supervisor	\$3,550 (\$3,400)
	Co-ordinator	\$5,325 (\$5,100)
Paid Adoption Leave (new):	1 day's leave.	
Health and Welfare:	Dental Plan - Employer pays \$9.15 (\$8.75) per month for single coverage and \$22.35 (\$21) per month for family coverage. Coverage is based on the 1983 (1982) Ontario Dental Association fee schedule.	
Educational Improvement Leave Fund:	Employer contributes a maximum of \$170 (\$140) per teacher.	

Lambton County Board of Education at Sarnia - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 680 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.45%
	Teacher-Category 1 0-5 years	\$16,809-\$23,939 (\$16,092-\$22,918)
	Teacher-Category 4 0-11 years	\$21,038-\$37,342 (\$20,141-\$35,750)

Sept. 1/86

Teacher-Category 7 \$26,414-\$47,700  
0-11 years (\$25,288-\$45,666)

Principal  
0-2 years

Schools with up \$51,303-\$53,486  
to 15 rooms (\$49,115-\$51,205)

Over 15 rooms \$52,394-\$54,577  
(\$50,160-\$52,250)

Responsibility Vice-Principal, Assistant to Vice-Principal and Consultant  
Allowances: allowances increased in accordance with the general salary increase.

Co-ordinator \$3,135 (\$500)  
Supervisor (new) \$1,400  
Senior Speech Teacher (new) \$500

Pro-rated allowance based on annual salary rate and additional time worked for Co-ordinator and Media Consultant working beyond the regular school year (new).

Health and Welfare: Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective April 1, 1987, the 1985 O.D.A. fee schedule.

Education \$6,000 (\$5,000) per year for eligible employee.  
Allowance:

Paid Leave for Eligibility is extended to legal guardians (new). Maximum 3  
Family-Related days' paid leave for serious illness of son/daughter-in-law  
Illness: (new).

Lanark County Board of Education at Perth - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases		4.2%*	**
Teacher-Category A-1	\$22,659-\$38,438		
0-11 Years	(\$21,746-\$36,889)		
Teacher-Category A-4	\$26,936-\$48,270		
0-12 Years	(\$25,850-\$46,324)		
Vice-Principal	\$52,840-\$57,045		
0-3 Years	(\$50,710-\$54,746)		

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Principal	\$60,007-\$64,211	
0-3 Years	(\$57,588-\$61,623)	

\* Equals the percentage increase in the Consumer Price Index - 1981=100, from the July 1985 index to the July 1986 index.

\*\* Increase to equal the percentage increase in the C.P.I. from the July 1986 index to the July 1987 index.

Responsibility Allowances: Increased in accordance with the general salary increases.

Middlesex County Board of Education at Hyde Park - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases		4.5% rounded to nearest \$10	4.2% rounded to nearest \$10
Teacher-Category I 0-5 years		\$17,290-\$23,830 (\$16,544-\$22,805)	\$18,020-\$24,840
Teacher-Category IV 0-10 years		\$21,750-\$37,780 (\$20,816-\$36,155)	\$22,670-\$39,390
Teacher-Category VII 0-12 years		\$26,120-\$47,920 (\$24,998-\$45,853)	\$27,230-\$49,960

Responsibility Allowances: Increased in accordance with the general salary increases.

Middlesex County Board of Education at Hyde Park - Ontario Secondary School Teacher's Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases		4.25% rounded to nearest \$10	4.25% rounded to nearest \$10
Teacher-Category 1 0-10 Years		\$21,910-\$37,880 (\$21,020-\$36,340)	\$22,840-\$39,490
Teacher-Category 4 0-12 Years		\$26,200-\$47,930 (\$25,130-\$45,980)	\$27,310-\$49,970



	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Vice-Principal 0-2 Years	\$54,170-\$56,560 (\$51,960-\$54,250)	\$56,470-\$58,960
Principal 0-3 Years	\$59,980-\$64,330 (\$57,540-\$61,710)	\$62,530-\$67,060
Responsibility Allowances:		
Director of Department		\$3,330 (\$3,260)
Major Head		\$3,000 (\$2,930)
Minor Head		\$2,080 (\$2,010)
Assistant Head		\$1,650 (\$1,580)
Resource Teacher/ Curriculum Assistant 0-1 Year	\$2,930-\$3,390 (\$2,820-\$3,260)	\$3,050 (\$3,530)
Consultant 0-2 Years	\$4,630-\$5,750 (\$4,450-\$5,530)	\$4,820-\$5,980
Co-ordinator (new)		\$3,000

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC)  
(custodial, maintenance, construction and transportation employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	<u>Effective</u>	<u>July 1/86</u>	<u>July 1/87</u>	<u>Jan. 1/88</u>
General Increases		4%	3%	1%
Cleaning Helper Elementary and Secondary School		\$8.12 (\$7.81)	\$8.36	\$8.44
Custodian		\$10.67-\$11.63 (\$10.26-\$11.18)	\$10.99-\$11.98	\$11.10-\$12.10
Group B (includes Electrician)		\$15.62 (\$15.02)	\$16.09	\$16.25

Maximum rate for Custodian is reached after 2 annual increases.

Shift Premium: 0-49¢-49¢ (0-47¢-47¢). Effective July 1, 1987, 0-50¢-50¢.  
Effective January 1, 1988, 0-51¢-51¢.

Sunday Premium: 90¢ (87¢) per hour. Effective July 1, 1987, 93¢. Effective January 1, 1988, 94¢.

Health and Welfare:	<u>Dental Plan</u> - Effective within 60 days of June 26, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1987, the 1986 O.D.A. fee schedule.
Travel Allowance:	\$2.30 (\$2.21) per day for maintenance employees and 23¢ (22.5¢) per kilometre for all employees required to use own vehicle while on duty. An additional 1/2¢ per km. for every 1.76¢ increase in the average cost of gasoline above the average cost on February 1, 1985. Effective July 1, 1987, \$2.37 per day. Effective January 1, 1988, \$2.39 per day.
Tool Allowance:	\$10.40-\$260 (\$10-\$250) per year, depending on classification. Effective July 1, 1987, \$10.82-\$270.
Safety Shoe Allowance:	\$51.59 (\$49.61) per year for Group 1 employees and \$45.86 (\$44.10) for Group 2, 3 and 4 employees. Effective July 1, 1987, \$53.65 and \$47.69 respectively.

Wellington County Board of Education at Guelph - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
General Increases		4.3%	4.25%
Teacher-Category 1 0-10 Years		\$23,979-\$39,383 (\$22,990-\$37,759)	\$24,998-\$41,057
Teacher-Category 4 0-11 Years		\$27,484-\$48,512 (\$26,351-\$46,512)	\$28,652-\$50,574
Vice-Principal 0-4 Years		\$53,435-\$57,782 (\$51,232-\$55,400)	\$55,706-\$60,238
<u>Principal</u>			
B Schools 0-3 Years		\$59,776-\$63,762 (\$57,312-\$61,133)	\$62,316-\$66,472
A Schools 0-4 Years		\$60,861-\$65,844 (\$58,352-\$63,129)	\$63,448-\$68,642

Responsibility and Related Experience Allowances: Increased in accordance with the general salary increases.

Health and Welfare: OHIP, Extended Health Care and Dental Plan - Employer pays 85% of premium costs for full-time teachers and a pro-rated amount for teachers working 1/2 time or more. (Previously, 85% for all teachers working from 1/2 time up to full-time.)

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Queen's University at Kingston - Local 229, Canadian Union of Public Employees (CLC)\*: A 12-month renewal agreement effective from July 1, 1986 to June 30, 1987, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

\* Previously CLC Directly Chartered.

Wages:	Effective	<u>July 1/86</u>
	General Increase	4% + 29¢
	Caretaking	\$8.90
	Attendant	(\$8.28)
	Tradesman	\$14.68
		(\$13.83)

Safety Shoe Allowance: \$75 (\$65) for one pair per year and \$25 (unchanged) towards a second pair per year.

University of Guelph - Staff Association (Ind.) (office, clerical, laboratory and technical employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/86</u>	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increase	4.44%		Wage and Benefits Re-opener
			3.88% for MTS III,	
	Additional Adjustments		3.35% for MTS IV,	
			2.87% for MTS V	

Weekly Rates  
(35 hours per week)

Receptionist	\$243.86-\$296.34
Typist	(\$233.49-\$283.74)
MTS VI	\$549.17-\$738.32
	(\$525.82-\$706.93)

Maximum rates are reached on merit.

Merit Fund: 0.7% (0.5%) of gross salaries at June 30, 1986, to be distributed to employees at or beyond the job rate.

Overtime Pay: Minimum 3 hours' pay at overtime rate for work on scheduled day off (new).

Shift Premium: 0-25¢-49¢ (0-25¢-30¢).

Bereavement Leave: Maximum 3 (1) days' paid leave upon death of brother/sister/son/daughter/parent-in-law.

Meal Allowance: \$5 (\$4.50) plus tax after 3 hours of overtime.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 12-month renewal agreement effective from July 1, 1986 to June 30, 1987, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/86</u>
	General Increase	4%
	Additional Adjustment	5¢ per hour for Food Services Assistant
	Food Services Assistant	\$8.20 (\$7.88)
	Custodian I	\$10.00 (\$9.62)
	Electrician	\$13.27 (\$12.76)

Shift Premium: 0-40¢-40¢ (0-34¢-34¢).

Group Leader Premium: 72¢ (67¢) per hour.

Shift Engineer Premium: 55¢ (50¢) per hour.

Bereavement Leave: 3 consecutive days' paid leave upon death of stepchild (new).

#### HEALTH AND WELFARE SERVICES

Parkwood Hospital and McCormick Home for the Aged at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Three 26 1/2-month renewal agreements effective from January 19, 1986 to March 31, 1988, covering 525 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>	<u>Aug. 1/87</u>
	General Increases	40¢	12¢	35¢

	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>	<u>Aug. 1/87</u>
Housekeeping Aide	\$9.59-\$9.69 (\$9.19-\$9.29)	\$9.71-\$9.81	\$10.06-\$10.16
R.N.A.	\$11.03-\$11.13 (\$10.63-\$10.73)	\$11.15-\$11.25	\$11.50-\$11.60
Building Equipment Operator	\$14.02-\$14.12 (\$13.62-\$13.72)	\$14.14-\$14.24	\$14.49-\$14.59

Maximum rates are reached after 2 annual increases.

Shift Premium:	Effective July 1, 1986, 0-42¢-42¢ (0-40¢-40¢).
Standby Pay:	Effective June 12, 1986, \$2 (\$1.25) per hour.
Paid Vacation:	5 weeks after 17 (20) years of service. Effective April 1, 1987, 4 weeks after 9 (10) years.
Paid Adoption Leave (new):	Maximum 15 weeks at the difference between 75% of wages and UIC benefit, paid after a 2-week waiting period.
Health and Welfare:	<u>Extended Health Care</u> - Maximum 90 shifts of 7 1/2 hours per shift for private duty nursing (previously no maximum).  <u>Vision Care</u> - Maximum claim is \$80 (\$60) every 24 months.

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and Toronto - Employees' Association (Ind.) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 215 full-time employees, and an 18-month first agreement effective from July 7, 1986 to December 31, 1987, with wages retroactive to January 1, 1986, covering 99 part-time employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
General Increases		5%	5%
Clerk Typist		\$8.492-\$9.723 (\$8.087-\$9.260)	\$8.96-\$10.209
Stores Accountant		\$9.607-\$11.077 (\$9.149-\$10.549)	\$10.087-\$11.631

Maximum rate for Clerk Typist is reached after 4 annual increases and for Stores Accountant after 5 annual increases.

Premium Pay:	\$4 (\$3.50) per day for Clinic Assistant acting as Clinic Technician, and for Clerk Typist acting as Secretary for a Medical Director or a Ph.D.
--------------	---



Health and Welfare:	Dental Plan (full-time) (new) - Effective August 1, 1986, employer pays 66 2/3% of premium costs.
Clothing Allowances:	\$130 (\$120) per year for Clinic Assistants for the purchase of uniforms or clothing, and \$35 (\$30) per year for cleaning. \$85 (\$80) per year for Drivers for boots and gloves.
Meal Allowance:	\$7.50 (\$7.25) for lunch and \$10.75 (\$10) for dinner when required to work away from Centre on mobile clinic assignments.

Metropolitan Toronto Catholic Children's Aid Society - Local 2190, Canadian Union of Public Employees (CLC) (full-time and part-time social workers, child care workers and other employees): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 231 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 7/86</u>
	General Increases	3.7%	6%
	<u>Annual Rates</u>		
	Child Care Worker 1 0-4 years (40 hours per week)	\$17,485-\$21,945 (\$16,860-\$21,160)	\$18,540-\$23,260
	Social Worker V 0-4 years (35 hours per week)	\$28,670-\$36,030 (\$27,645-\$34,745)	\$30,390-\$38,190
	Effective	<u>Jan. 5/87</u>	
	General Increase	4%	
	Child Care Worker 1	\$19,280-\$24,195	
	Social Worker V	\$31,600-\$39,720	

Night Duty Pay: \$54.60 (\$52.65) for first call on weeknights and for first and second calls on weekends. \$31.15 (\$30.05) for second call on weeknights. Effective July 7, 1986, \$57.90 and \$33 respectively. Effective January 5, 1987, \$60.20 and \$34.30 respectively.

Health and Welfare:	Employer pays 100% (80%) of all premium costs.
	<u>Vision Care (new)</u> - \$25 annual deductible, with 80%-20% co-insurance. Maximum claim is \$150 every 2 years, and \$150 every year per child.
	<u>Dental Plan</u> - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Mileage Allowance: 27.5¢-15.5¢ (26¢-16.1¢) per kilometre, depending on distance driven.

Metropolitan Toronto Children's Aid Society - Local 2316, Canadian Union of Public Employees (CLC) (full-time and part-time social workers, childcare workers, general and office services and other employees): A 24-month renewal agreement effective from January 2, 1986 to December 31, 1987, covering 512 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 2/86	July 1/86
	General Increases	3.2%	1.6%
	<u>Annual Rates</u>		
	Level 2 (includes Clerk Typist 1)	\$14,967-\$17,507 (\$14,502-\$16,964)	\$15,207-\$17,787
	Level 12 (includes Social Worker)	\$28,207-\$34,314 (\$27,332-\$33,250)	\$28,659-\$34,864

Effective	Jan. 1/87
General Increase	4%
Level 2	\$15,816-\$18,500
Level 12	\$29,806-\$36,259
Maximum rate for Clerk Typist 1 is reached after 4 annual increases and for Social Worker, after 5 annual increases.	

Hours of Work: 35 (40) hours per week for Family Support Workers.

Shift Premium: 31.5¢ (30¢) per hour worked between 6 p.m. and 6 a.m. for eligible employees. Effective January 1, 1987, increased by 4%.

Paid Vacation: 4 weeks during the calendar year when 3 (5) years of service is reached for General and Office Service employees.

Health and Welfare: Vision Care (new) - Effective January 1, 1987, employer pays 100% of premium costs. Maximum claim is \$100 every 2 years per employee and each dependent.

Mileage and Car Insurance Allowance: Effective July 1, 1986, 38.6¢ (38¢) per mile or 24¢ (23.6¢) per kilometre plus \$10.50 (\$9) per month to offset cost of required insurance. Effective December 31, 1986, 40.2¢ per mile or 25¢ per km.

PERSONAL SERVICES

Maple Leaf Village Investments Inc. at Niagara Falls - Local 442, Hotel Employees (AFL-CIO/CLC): A 32-month renewal agreement effective from January 1, 1986 to August 31, 1988, covering 246 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>	<u>Jan. 1/87</u>
General Increases		3%	3%	3%
Additional Adjustments		Cook Trainee deleted, Cook V re-classified as Cook IV		
Server (Waitress and Waiter)		\$4.58 (\$4.45)	\$4.72	\$4.86
Cook I		\$9.40 (\$9.13)	\$9.68	\$9.97
Effective		<u>July 1/87</u>	<u>Jan. 1/88</u>	<u>May 1/88</u>
General Increases		3%	2%	2%
Server		\$5.01	\$5.11	\$5.21
Cook I		\$10.27	\$10.48	\$10.69

The following changes are effective July 6, 1986.

Shift Premium (Night Cleaners and Laundry Employees) (new):	25¢ per hour worked between midnight and 8 a.m.
First Aid Attendant Premium (new):	25¢ per hour worked for employees acting as a First Aid Attendant with a valid St. John's Ambulance certificate or equivalent.
Call-in Pay (Rainbow Room Employees):	Minimum 3 (5) hours' pay at regular straight time hourly rate when called in to service a bus tour.
Overtime Pay:	One and one-half times the regular rate for work in excess of 8 hours per day or 40 hours per week. (Previously, one and one-half times for work in excess of 8 hours per day.)
Vacation Pay:	6% after 5 (6) years of service and 8% after 10 (12) years.

Bereavement Leave:	3 days' paid leave for married employees upon death of a grandparent (new) and for unmarried or divorced employees upon death of a child or grandparent (new).
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Benefit is \$15,000 (\$10,000) and is extended to include seasonal employees after 1 year of service.  <u>Weekly Indemnity</u> - Benefit is payable on a 1-1-4-17 (1-8-17) basis.  <u>Dental Plan</u> - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.
Safety Shoe Allowance (Maintenance Employees) (new):	Employer pays 100% of the cost of 1 pair of company approved safety shoes once per year.

#### FEDERAL ADMINISTRATION

<u>Treasury Board of Canada - Public Service Alliance (CLC) (communications group):</u>				
An 18-month renewal agreement effective from June 11, 1986* to December 21, 1987, with wages retroactive to December 22, 1984, covering 290 Ontario employees, settled at the bargaining stage. Duration of negotiations - 18 months.				
* Previous agreement expired December 21, 1984.				
Wages:	Effective	<u>Dec. 22/84</u>	<u>Dec. 22/85</u>	<u>Dec. 22/86</u>
	General	3.75%	3.5%	3.25%
	Increases			
	<u>Annual Rates</u>			
	CM-1	\$15,940-\$17,954	\$16,498-\$18,582	\$17,034-\$19,186
	5 levels	(\$15,364-\$17,305)		
	CM-4	\$22,256-\$24,324	\$23,035-\$25,175	\$23,784-\$25,993
	4 levels	(\$21,452-\$23,445)		
	CM-7	\$27,762-\$33,017	\$28,734-\$34,173	\$29,668-\$35,284
	7 levels	(\$26,759-\$31,824)		
Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service and 5 weeks after 20 (22) years.			
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.			
Job Security (new):	Subject to the willingness and capacity of individual employees to accept relocation and retraining, the employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.			
Technological Change:	An improved technological change clause includes minimization of adverse effects resulting from such change, training provisions, and a longer notice period.			

Treasury Board of Canada - Professional Institute (Ind.) (computer systems administration group): A 22 1/2-month renewal agreement effective from June 16, 1986\* to April 30, 1988, with wages retroactive to May 1, 1986, covering 1,904 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

\* Previous agreement expired April 30, 1986.

Wages:	Effective	May 1/86	May 1/87
	General Increases	3.5%	3.5%
	<u>Annual Rates</u>		
	CS-1 13 levels	\$20,103-\$33,838 (\$19,423-\$32,694)	\$20,807-\$35,022
	CS-3 6 levels	\$40,003-\$47,827 (\$38,650-\$46,210)	\$41,403-\$49,501
	CS-5 7 levels	\$52,439-\$65,808 (\$50,666-\$63,583)	\$54,274-\$68,111
Shift Premium:	55¢ (45¢) per hour worked when at least half the shift falls between 6 p.m. and 6 a.m.		
Weekend Premium:	55¢ (45¢) per scheduled hour worked.		
Paid Vacation:	4 weeks after 9 (10) years of service.		
Meal Allowance:	\$5 (\$4.75) after 3 hours of overtime and \$4.50 (\$3.75) after 4 more hours.		
Severance Pay:	For purposes of severance pay, unused vacation leave credits may be used to complete the first year of continuous employment for laid-off employees, and to complete the tenth year for employees who resign (new).		
	<u>First Layoff after June 20, 1969</u> - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service, no maximum (previously, to a maximum of 28 weeks).		
	<u>Second or Subsequent Lay-off</u> - 1 week's pay per year of service, less any previous severance pay (previously, to a maximum of 27 weeks).		

Treasury Board of Canada - Public Service Alliance (CLC) (engineering and scientific support group): An 18-month renewal agreement effective from June 26, 1986\* to December 21, 1987, with wages retroactive to December 22, 1984, covering 2,725 Ontario employees, settled at the bargaining stage. Duration of negotiations - 19 months.

\* Previous agreement expired December 21, 1984.

Wages:	Effective	Dec. 22/84	Dec. 22/85	Dec. 22/86
	General Increases	3.75%	3.5%	3.25%



	<u>Dec. 22/84</u>	<u>Dec. 22/85</u>	<u>Dec. 22/86</u>
<u>Annual Rates</u> <u>4 levels</u>			
EG-1	\$18,761-\$20,801 (\$18,083-\$20,049)	\$19,418-\$21,529	\$20,049-\$22,229
EG-6	\$27,861-\$31,221 (\$26,854-\$30,093)	\$28,836-\$32,314	\$29,773-\$33,364
EG-11	\$46,821-\$52,773 (\$45,129-\$50,866)	\$48,460-\$54,620	\$50,035-\$56,395

Paid Vacation: 4 weeks after 9 (10) years of service and 5 weeks after 20 (22) years. Unused vacation leave credits in excess of 15 days may be paid in cash at the employee's daily rate of pay (new).

Diving Allowance: \$8.50 (\$6.50) per hour for a minimum of 2 hours per dive.

Meal Allowance: \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Job Security and Technological Change: Same provisions as for communications group, reported above.

Treasury Board of Canada - Public Service Alliance (CLC) (firefighters group, supervisory and non-supervisory employees): An 18-month renewal agreement effective from June 16, 1986\* to December 31, 1987, with wages retroactive to July 1, 1984, covering 232 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 24 months.

\* Previous agreement expired June 30, 1984.

Wages:	Effective	<u>July 1/84</u>	<u>July 1/86</u>	<u>July 1/87</u>
	General	\$2,000	4%	2.75%
	Increases			

	<u>Annual Rates</u>		
FR-1	\$26,476-\$28,783	\$27,535-\$29,934	\$28,292-\$30,757
4 levels	(\$24,476-\$26,783)		
FR-3	\$32,230 (\$30,230)	\$33,519	\$34,441
FR-6	\$39,036 (\$37,036)	\$40,597	\$41,713

Paid Vacation: Effective April 1, 1986, 4 weeks after 9 (10) years of service.

Meal Allowance: \$6 (\$4.25) after 3 hours of overtime and \$4.25 (unchanged) after 4 more hours.

Job Security  
and Technological  
Change:

Same provisions as for communications group, reported above.

Treasury Board of Canada - Public Service Alliance (CLC) (hospital services group, supervisory and non-supervisory employees): An 18-month renewal agreement effective from June 6, 1986\* to December 21, 1987, with wages retroactive to December 22, 1984, covering 367 Ontario employees, settled at the bargaining stage. Duration of negotiations - 18 months.

\* Previous agreement expired December 21, 1984.

Wages:	Effective	<u>Dec 22/84</u>	<u>Dec 22/85</u>	<u>Dec 22/86</u>
	General Increases	3.75%	3.5%	3.25%
	<u>Non-Supervisory Ontario Region 4 levels</u>			
	HS-1	\$7.81-\$8.64 (\$7.53-\$8.33)	\$8.08-\$8.94	\$8.34-\$9.23
	HS-5	\$9.63-\$10.74 (\$9.28-\$10.35)	\$9.97-\$11.12	\$10.29-\$11.48
	HS-9	\$12.01-\$13.43 (\$11.58-\$12.94)	\$12.43-\$13.90	\$12.83-\$14.35

Paid Vacation: 4 weeks after 9 (10) years of service.

Meal Allowance: \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Job Security and  
Technological  
Change: Same provisions as for communications group, reported above.

Treasury Board of Canada - Public Service Alliance (CLC) (information services group): An 18-month renewal agreement effective from June 9, 1986\* to December 23, 1987, with wages retroactive to December 24, 1984, covering 629 Ontario employees, settled at the bargaining stage. Duration of negotiations - 18 1/2 months.

\* Previous agreement expired December 23, 1984.

Wages:	Effective	<u>Dec. 24/84</u>	<u>Dec. 24/85</u>	<u>Dec. 24/86</u>
	General Increases	3.75%	3.5%	3.25%
	<u>Annual Rates</u>			
	IS-1 6 levels	\$14,088-\$26,924 (\$13,579-\$25,951)	\$14,581-\$27,866	\$15,055-\$28,722

	<u>Dec. 24/84</u>	<u>Dec. 24/85</u>	<u>Dec. 24/86</u>
IS-3 4 levels	\$32,858-\$36,772 (\$31,670-\$35,443)	\$34,008-\$38,059	\$35,113-\$39,296
IS-5 4 levels	\$44,394-\$49,879 (\$42,789-\$48,076)	\$45,948-\$51,625	\$47,441-\$53,303
Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service.		
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.		
Job Security and Technological Change:	Same provisions as for communications group, reported above.		

Treasury Board of Canada - Public Service Alliance (CLC) (welfare programmes group):  
An 18 1/2-month renewal agreement effective from June 9, 1986\* to December 23, 1987, with wages retroactive to December 24, 1984, covering 402 Ontario employees, settled at the bargaining stage. Duration of negotiations - 16 1/2 months.

\* Previous agreement expired December 23, 1984.

Wages:	Effective	<u>Dec. 24/84</u>	<u>Dec. 24/85</u>	<u>Dec. 24/86</u>
	General Increases	3.75%	3.5%	3.25%
	<u>Annual Rates</u>			
WP-1 7 levels	\$19,320-\$24,881 (\$18,622-\$23,982)	\$19,996-\$25,752	\$20,646-\$26,589	
WP-3 4 levels	\$28,744-\$32,331 (\$27,705-\$31,162)	\$29,750-\$33,463	\$30,717-\$34,551	
WP-6 4 levels	\$46,248-\$52,558 (\$44,576-\$50,658)	\$47,867-\$54,398	\$49,423-\$56,166	

Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service.		
Responsibility Allowance:	\$12 (\$6) per night for employees assigned to sleep-in duty in children's dormitory.		
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.		
Job Security and Technological Change:	Same provisions as for communications group, reported above.		

## CONSTRUCTION

Labourers Employer Bargaining Agency for the Ontario General Contractors Association  
Labour Relations Bureau, Ontario Masonry Contractors Association,  
Industrial Contractors Association of Canada, Waterproofing  
Contractors Association of Ontario, Concrete Floor Contractors  
Association of Ontario, province-wide - Ontario Provincial  
District Council, Labourers (AFL-CIO) (industrial, commercial and  
institutional construction): A 22-month renewal agreement  
 effective from June 23, 1986\* to April 30, 1988, covering 16,000  
 employees, settled with mediation assistance. Duration of  
 negotiations - 4 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 23/86</u>	<u>May 1/87</u>	<u>Nov. 1/87</u>
	Increases			
	Toronto, Oshawa, Ottawa and Hamilton	90¢	80¢	
	All Other Areas	50¢	50¢	70¢
	<u>MASTER PORTION</u>			
	Masonry and Plaster Tender, Local 1036, Sault Ste Marie	\$17.56 (\$17.06)	\$18.06	\$18.76
	Group A, Labourer, Local 506, Toronto	\$20.35 \$19.45)	\$21.15	

Package rates shown include wages, vacation and holiday pay, and  
 employer contributions to welfare, pension and other funds.

Further details are not available.

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 793,  
International Operating Engineers (AFL-CIO/CFL): A 24-month  
 renewal agreement effective from May 1, 1986 to April 30, 1988,  
 covering 200 employees, settled at the post conciliation  
 bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>June 16/86</u>	<u>May 1/87</u>
	General Increases	\$1	99¢
	Grade Rollerman	\$19.05 (\$18.05)	\$20.04
	Backhoe Operator	\$20.65 (\$19.65)	\$21.64

Package rates shown include wages, vacation and holiday pay, and  
 employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes 60¢ (55¢) per hour worked. Effective May 1, 1987, 65¢.

Pension Fund: Employer contributes \$1.05 (\$1) per hour worked. Effective May 1, 1987, \$1.10.

Industry Fund: Effective May 1, 1987, employer contributes 4¢ (3¢) per hour worked.

National Capital Road Builders Association at Ottawa - Local 793, International Operating Engineers (AFL-CIO/CFL), Local 527, Labourers (AFL-CIO) and Local 91, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 775 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Package:	Effective	<u>May 1/86</u>	<u>Nov. 1/86</u>	<u>May 1/87</u>
<u>International Operating Engineers</u>				
Increases		62¢-73¢	11¢-13¢	60¢-72¢
Oiler		\$14.71 (\$14.09)	\$14.82	\$15.42
Shaft Hoist Operator- over 2,000 lbs.		\$17.47 (\$16.74)	\$17.60	\$18.32
<u>Labourers</u>				
Increases		69¢-72¢	11¢-12¢	64¢-67¢
Labourer (includes Asphalt Shovelman)		\$15.28 (\$14.59)	\$15.39	\$16.03
Miner		\$16.12 (\$15.40)	\$16.24	\$16.91
<u>Teamsters</u>				
Increases		68¢-\$1.14	12¢	66¢-67¢
Single Axle Truck Driver		\$15.04 (\$13.90)	\$15.16	\$15.82
Truck Driver, Float (low bed) over 25 tons		\$15.39 (\$14.71)	\$15.51	\$16.18

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Shift Premium: 0-90¢-90¢ (0-82¢-82¢). Effective May 1, 1987, 0-\$1-\$1.

Welfare Fund: Operating Engineers - Employer contributes 60¢ (55¢) per hour worked. Effective May 1, 1987, 65¢.



Labourers - Employer contributes 38¢ (33¢) per hour worked.  
Effective May 1, 1987, 43¢.

Pension Fund: Operating Engineers - Employer contributes 50¢ (40¢) per hour worked. Effective May 1, 1987, 60¢.

Labourers - Effective November 1, 1986, employer contributes 30¢ (20¢) per hour worked. Effective May 1, 1987, 40¢.

Legal Fund (Labourers) (new): Employer contributes 5¢ per hour worked.

Administration Fund (Labourers): Employer contributes 25¢ (20¢) per hour worked.

Industry Fund (Labourers) (new): Employer contributes 3¢ per hour worked.

Clothing Allowance (new): Employer pays 50% of cost of coveralls for Mechanics and Welders.

Travelling Time Allowance: \$13.10 (\$11.90) per day with transportation provided, when required to work 60 kilometres outside of the territorial jurisdiction.

\$23.90 (\$21.70) per day without transportation provided, when required to work 0-30 kilometres outside of the territorial jurisdiction, \$28.60 (\$26) for 30-60 km. and \$33.40 (\$30.40) for over 60 km.

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement),  
Canada-wide except Quebec - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	May 1/86	May 1/87
	Increases	70¢-\$1	50¢-\$1
	Additional Adjustment	separate wage rates established for Local 46, Toronto	
<u>Journeyman</u>			
	Non-welder, all Locals except Local 46	\$22.39 (\$21.65)	\$22.94
	Welder, Local 46	\$24.41 (\$23.41)	\$25.41

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Architectural Glass and Metal Contractors Association, province-wide - Ontario Council, Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 23-month renewal agreement effective from June 2, 1986\* to April 30, 1988, covering 800 employees, settled with mediation assistance. Duration of negotiations - 2 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 9/86</u>	<u>May 1/87</u>
	General Increases	\$1	75¢
	<u>Journeyman Glazier</u>		
	Local 1919, Sault Ste. Marie	\$17.18 (\$16.18)	\$17.93
	Local 1819, Toronto	\$22.30 (\$21.30)	\$23.05

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Lump Sum Payment: One-time payment of \$5 per Local 1819 member who worked on June 6, 1986, and \$8 for all other Local members who worked on June 6, 1986.

Welfare Fund: Employer contributes 85¢ (80¢) per hour worked. Effective May 1, 1987, 90¢.

Pension Fund: Effective May 1, 1987, employer contributes to Local 1819 \$1 (80¢) per hour worked, and to all others Locals, 60¢ (40¢) per hour worked.

Apprenticeship and Training Fund: Effective June 9, 1986, 2¢ (1¢) per hour worked.

Meal Allowances: Effective June 9, 1986, \$4 (\$3) for breakfast, \$5 (\$4) for lunch, and \$10 (\$8) for dinner when away overnight.

Canadian Automatic Sprinkler Association, Canada-wide except Quebec and British Columbia - Various Locals, Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 600 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>June 9/86</u>	<u>May 1/87</u>
	General Increases, Ontario	\$1	75¢
	<u>Local 853</u> Journeyman Sprinkler Fitter		
	Ontario West (includes Thunder Bay)	\$23.07 (\$22.07)	\$23.82

	<u>June 9/86</u>	<u>May 1/87</u>
Ontario East (includes Ottawa)	\$23.55 (\$22.55)	\$24.30
Ontario Central (includes Toronto)	\$24.26 (\$23.26)	\$25.01

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

The following changes apply to Local 853, Ontario.

Welfare Fund:	Employer contributes \$1.15 (95¢) per hour worked.
Pension Fund:	Employer contributes \$1.10 (\$1) per hour worked. Effective May 1, 1987, \$1.20.
Industry Fund:	Employer contributes 15¢ (10¢) per hour earned.

Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, the Acoustical Association of Ontario, the Resilient Flooring Contractors Association of Ontario, the Caulking Contractors Association of Ontario, the Industrial Contractors Association of Canada and the Interior Systems Contractors Association of Ontario, province-wide - Ontario Provincial Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction): A 23-month renewal agreement effective from June 9, 1986\* to April 30, 1988, covering 12,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 9/86</u>	<u>May 1/87</u>	<u>Nov. 1/87</u>
Increases				
Hamilton, Toronto, Oshawa, Belleville, Cobourg, Ottawa	\$1		75¢	
All other areas	50¢	50¢	50¢	75¢
<u>Journeyman Carpenter</u>				
Local 93, Ottawa (Zone 3, Pembroke)	\$20.28 (\$19.28)		\$21.03	
Toronto District Council, OLRB Area #8	\$23.88 (\$22.88)		\$24.63	
Local 18, Hamilton	\$23.87 (\$22.87)		\$24.62	

	<u>June 9/86</u>	<u>May 1/87</u>	<u>Nov. 1/87</u>
--	------------------	-----------------	------------------

A. ACOUSTIC AND DRYWALL APPENDIX

Journeyman

Local 93, Ottawa (Zone 3)	\$20.27 (\$19.27)	\$21.02
Local 675, Toronto	\$22.42 (\$21.42)	\$23.17
Local 18, Hamilton	\$23.84 (\$22.84)	\$24.59

B. CAULKING APPENDIX

Journeyman Caulker

Local 27, Toronto	\$19.64 (\$18.64)	\$20.39
----------------------	----------------------	---------

C. RESILIENT FLOOR WORKERS APPENDIX

Journeyman Resilient  
Floor and Carpet  
Layer

Western Ontario District Council - Goderich, London, Owen Sound and Stratford	\$20.44 (\$19.94)	\$20.94	\$21.69
Local 2965, Toronto	\$21.59 (\$20.59)	\$22.34	
Local 18, Hamilton	\$21.67 (\$20.67)	\$22.42	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario, province-wide - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 10,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Package:	Effective	<u>May 28/86</u>	<u>May 1/87</u>
	General Increases	\$1	87¢

Journeyman Electrician

Local 402, Thunder Bay	\$23.06 (\$22.06)	\$23.93
Local 353, Toronto	\$24.19 (\$23.19)	\$25.06
Local 105, Hamilton	\$24.51 (\$23.51)	\$25.38

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Mileage Allowance: 40¢ (37¢) per mile.

Metropolitan Industrial and Commercial Masonry Contractors, Inc. at OLRB Area 8 - Local 2, Bricklayers International (AFL-CIO/CFL) (residential construction): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, with wages retroactive to June 1, 1986, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Package:	Effective	<u>June 1/86</u>	<u>Sept. 1/86</u>	<u>June 1/87</u>
	General Increases	\$1	28¢	\$1.47
	Journeyman Bricklayer or Stonemason	\$22.27 (\$21.27)	\$22.55	\$24.02

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Dental Fund: Effective June 1, 1987, employer contributes 39¢ (35¢) per hour worked.

Association Fund: Employer contributes 8¢ (6¢) per hour worked.

Metropolitan Toronto Plumbing and Heating Contractors Association, a division of the Mechanical Contractors Association, OLRB Area 8 - Local 46, Plumbers, Residential Div. (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Package:	Effective	<u>May 1/86</u>	<u>May 1/87</u>
	General Increases	\$1	85¢
	Journeyman	\$24.54 (\$23.54)	\$25.39



Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Hours of Work: Effective April 30, 1988, 39 (40) hours per week.

Industry Fund: Effective May 1, 1987, employer contributes 16¢ (15¢) per hour earned.

Designated Driver Pay (new): Maximum 1 1/2 hours' pay at the basic hourly rate per day for time spent driving men and materials.

Board Allowance: Employee not permitted to return home daily receives up to 8 hours' pay at the basic hourly rate for the initial and final trips and reimbursement of transportation expense (new).

Millwrighting Contractors Association of Ontario Inc., province-wide - Millwright District Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction): A 22-month renewal agreement effective from June 23, 1986\* to April 30, 1988, covering 1,500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 23/86</u>	<u>May 1/87</u>
	General Increases	\$1	75¢
	Journeyman Millwright	\$23.74 (\$22.74)	\$24.49

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes \$1.30 (\$1.25) per hour earned. Effective May 1, 1987, \$1.35.

Pension Fund: Employer contributes \$1.84 (\$1.71) per hour earned. Effective May 1, 1987, \$1.89.

Tool Loss Insurance: Maximum claim is \$750 (\$500) per employee.

Mileage Allowance: Effective May 1, 1987, 25¢ (22¢) per kilometre.

Board Allowance: \$47 (\$46) per day worked on jobs beyond 160 kilometres from City Hall. Effective May 1, 1987, \$48.

Ontario Erectors Association Inc., province-wide - Various Locals, Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 4,000 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Package:	Effective	<u>June 5/86</u>	<u>May 1/87</u>
	General Increases	\$1	75¢
	<u>Journeyman Ironworker, Rigger, Welder and Fence Erector</u>		
	Local 759, Thunder Bay	\$23.23 (\$22.23)	\$23.98
	Local 721, Toronto	\$23.82 (\$22.82)	\$24.57

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes to Local 700, \$1.50 (\$1.45) per hour worked; and \$1.50 (unchanged) to all other Locals.

Pension Fund: Employer contributes to Local 700, \$1.70, (\$1.50) per hour worked; Local 721, \$2 (unchanged); Local 736, \$1 (unchanged); Local 759, \$1.65 (\$1.15); Local 765, \$1.25 (\$1); and Local 786, \$2.46 (\$2.13).

District Council Fund (new): Employer contributes 2¢ per hour worked.

Ontario Master Insulators' Association Inc., province-wide - Local 95, Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance): Two 22-month renewal agreements effective from June 29, 1986\* to April 30, 1988, covering 1,200 employees, settled with mediation assistance. Duration of negotiations - 5 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 29/86</u>	<u>May 1/87</u>
	General Increases*	85¢	80¢
	Mechanic Zone 3 (includes eastern Ontario)	\$21.54 (\$20.69)	\$22.34
	Mechanic Zone 1 (includes central and southwestern Ontario)	\$23.55 (\$22.70)	\$24.35

\* Maintenance employees receive 90% of the corresponding ICI hourly rates.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Living Allowance      Employer contributes 5¢ (30¢) per hour worked.  
Trust Fund:

In Charge Premium:   \$1 (50¢) per hour when in charge of 9 to 99 men.

Room Allowance:      \$40 (\$35) per day.

Ontario Painting Contractors Association, Acoustical Association of Ontario, and Interior Systems Contractors Association of Ontario, province-wide - Ontario Council, Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction): A 22 1/2-month renewal agreement effective from June 16, 1986\* to April 30, 1988, covering 3,000 employees\*\*. Duration of negotiations - 3 months.

\* Previous agreement expired April 30, 1986.

A. Ontario Painting Contractors Association

\*\* 1,700 employees settled with mediation assistance.

Package:	Effective	June 16/86	May 1/87	Jan. 1/88
Increases		89¢-\$1.06 depending on area	45¢-66¢ depending on area	30¢

Journeyman Painter, Brush

Local 200, Ottawa	\$19.26 (\$18.20)*	\$19.92	\$20.22
District Council 46, Toronto	\$21.24 (\$20.28)*	\$21.90	\$22.20
Local 1590, Sarnia	\$21.84 (\$20.85)*	\$22.30	\$22.60

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

\* An amendment to the previous agreement provided a 20¢ increase in pension fund and a 20¢ decrease in hourly wages effective May 1, 1985.

Welfare Fund:      Effective January 1, 1988, employer contributes \$1.15 (\$1.05) per hour worked.

Pension Fund:      Effective January 1, 1988, employer contributes \$1.20 (\$1) per hour worked.

Night Work Pay:      Maximum 7 1/2 hours of work for 8 1/2 hours pay. (Previously, 6 1/2 hours work for 7 1/2 hours pay.)

Overtime Pay:      Time and one-half (double time) for the first 2 overtime hours worked on bridges, tanks and marine work in all areas excluding Sarnia.

Board  
Allowance:

\$35 (\$30) per day to a maximum of \$245 (\$210) per week.

B. Ontario Acoustical Association and Interior Systems Contractors Association of Ontario (drywall tapers, plasterers, fireproofing applicators, acoustical sprayers and asbestos removers)

\*\* 1,300 employees settled during a work stoppage.

Package:	Effective	June 28/86	May 1/87	Jan. 1/88
	Increases	40¢ or 81¢ depending on area	30¢ or 76¢ depending on area	30¢

Journeyman Plasterer - Local 1891

Drywall Tapers

Kitchener	\$20.09 (\$19.69)	\$20.39	\$20.69
Toronto	\$22.19 (\$21.38)	\$22.95	\$23.25

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Drywall Tapers - Residential Piecework

Apartments and Stack Townhouses - \$110 (\$100) per 1,000 square feet. Effective May 1, 1987, \$120.

Houses and Townhouses - \$105 (\$95) per 1,000 square feet. Effective May 1, 1987, \$117.

Benefit Fund - Effective July 1, 1986, employer contributes \$10 (\$9) per 1,000 square feet. Effective May 1, 1987, 10% of gross wages.

Hours of Work: 44 (45) hours per week for Asbestos Remover.

Ontario Precast Concrete Manufacturers Association, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial, and institutional construction): A 22-month renewal agreement effective from June 23, 1986\* to April 30, 1988, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 23/86</u>	<u>May 1/87</u>
	General Increases	90¢	80¢
	<u>Local 506,</u> <u>Toronto</u>		
	General Precast Labourer	\$20.47 (\$19.57)	\$21.27
	Precast Erector and Finisher	\$21.59 (\$20.69)	\$22.39
	Welder (Certified)	\$21.81 (\$20.91)	\$22.61

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Ontario Refrigeration and Air Conditioning Contractors Association, province-wide -  
Local 787, Plumbers (AFL-CIO/CFL) (construction employees): A  
 24-month renewal agreement effective from May 1, 1986 to April  
 30, 1988, covering 200 employees, settled at the bargaining  
 stage. Duration of negotiations - 3 months.

Package:	Effective	<u>May 1/86</u>	<u>May 1/87</u>
	General Increases	70¢	\$1*
	<u>Journeyman</u> <u>Refrigeration</u> <u>Mechanic</u>		
	Zone 4 (north of Barrie)	\$23.85 (\$23.15)	\$24.85
	Zone 1 (includes Toronto)	\$25.50 (\$24.80)	\$26.50

\* Contingent upon tradesmen successfully completing a training incentive program comprised of 40 hours (classroom instruction or the equivalent in home study units). If not successfully completed, scheduled package increase will be halved.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Welfare Fund: Effective May 1, 1987, employer contributes 70¢ (55¢) per hour earned.

Pension Fund: Effective May 1, 1987, employer contributes \$1.20 (\$1) per hour earned.

Training Fund: Employer contributes 8¢ (4¢) per hour worked. Effective May 1, 1987, 10¢.



Safety Shoe and Uniform Allowances: Employer pays 100% (50%) of costs.

Ontario Sheet Metal and Air Handling Group, province-wide - Ontario Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 5,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Package:	Effective	<u>June 26/86</u>	<u>May 1/87</u>
	General Increases	\$1	87¢
	<u>Journeyman and Sheeter/Decker</u>		
	Local 504, Sault Ste. Marie	\$22.35 (\$21.35)	\$23.22
	Local 30, Toronto	\$24.035 (\$23.035)	\$24.905
	Local 539, Sarnia	\$24.59 (\$23.59)	\$25.46

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Ontario Terrazzo, Tile and Marble Guild Inc. province-wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 1,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Package:	Effective	<u>June 2/86</u>	<u>May 1/87</u>
	General Increases	\$1	\$1
	<u>Marble Mechanic</u>		
	Local 10, Kingston	\$20.59 (\$19.59)	\$21.59
	Local 31, Toronto	\$21.21 (\$20.21)	\$22.21
	Local 6, Windsor	\$21.27 (\$20.27)	\$22.27

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Further details are not available.

Residential Painting Contractors of Ontario at OLRB Area 8 - Local 1891, Painters (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Package:	Effective	<u>June 2/86</u>	<u>June 2/87</u>	<u>Jan. 1/88</u>
	General Increases	90¢	77¢	30¢
	Journeyman Painter	\$19.98 (\$19.08)	\$20.75	\$21.05

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Welfare Fund: Effective January 1, 1988, employer contributes \$1.15 (\$1.05) per hour worked.

Pension Fund: Employer contributes \$1 (80¢) per hour worked. Effective January 1, 1988, \$1.20.

Industry Fund: Employer contributes 30¢ (25¢) per hour worked.

Toronto-Residential Air Handling Group, OLRB Area 8 - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from June 6, 1986\* to April 30, 1988, covering 425 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 6/86</u>	<u>May 1/87</u>	<u>Nov. 1/87</u>
	Increases	\$1.10	\$1.10	16¢ for Journeyman-Housing, 17¢ for Journeyman-All Others
	Journeyman-Warm Air Home Heating	\$19.32 (\$18.22)	\$20.42	\$20.42
	Journeyman-Housing (new)		\$20.53	\$20.69

	<u>June 6/86</u>	<u>May 1/87</u>	<u>Nov. 1/87</u>
Journeyman-	\$20.70	\$21.80	\$21.97
All Others	(\$19.60)		

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and other funds.

Foreman Premium:	Minimum 65¢ (50¢) per hour.
In Charge Premium:	Minimum 36¢ (25¢) per hour for Journeyman in charge of more than one job/project.
Pay for Work on Paid Holidays:	Double time (straight time) for all hours worked on Boxing Day.
Tool Insurance:	\$5 (\$4) per Journeyman and Registered Apprentice. Effective May 1, 1987, \$6.

#### ADDENDA

##### February 1986 Settlement

#### TRANSPORTATION

Hudson Aviation Services (Toronto) Inc. at Mississauga - Local 2413, Machinists (AFL-CIO/CLC) (full-time and part-time employees): A 9-month extended agreement effective from January 1, 1986 to September 30, 1986, covering 400 employees, settled at the bargaining stage and ratified in February 1986. Duration of negotiations - 1 month.

Wages: No increases in rates that were in effect at the expiry of the previous agreement.

	<u>Jan. 1/86</u>
Cargo Agent	\$5.60-\$10.34
Licensed Aircraft Mechanic	\$9.52-\$12.33

Maximum rates are reached after 42 months for Cargo Agent and after 36 months for Licensed Aircraft Mechanic.

Lump Sum Payments: Effective March 15, 1986, lump sum payments equal to 6.5% of salary from January 1, 1986 to September 30, 1986, with a minimum of \$500 per qualified employee, payable in two installments.

##### May 1986 Settlements

#### TRANSPORTATION EQUIPMENT

Wajax Limited, Pitman Manufacturing Co. Inc. subsidiary at Markham - Local 303, Auto Workers (CLC): A 24-month renewal agreement effective from May 15, 1986 to May 14, 1988, covering 250 employees, settled at the post conciliation bargaining stage and ratified in May 1986. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 15/86</u>	<u>May 15/87</u>
	General Increases	40¢	30¢
	COLA Fold-in	79¢	
	Job Class 5 (includes Labourer)	\$13.03-\$13.06 (\$11.84-\$11.87)	\$13.33-\$13.36
	Job Class 18 (Maintenance Mechanic Electrician)	\$14.09-\$14.23 (\$12.90-\$13.04)	\$14.39-\$14.53

Maximum rates are reached after 90 days worked.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the June 1986 index as the base. Adjusted quarterly.  
(Basic formula is unchanged).

Paid Vacation: 5 weeks after 25 years of service (new). Effective May 15, 1987,  
5 weeks after 21 years.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1/1/4/52 (1/1/4/39)  
basis.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule. Employer pays 100% of premium cost for Green Shield Basic Plan Plus 3 (Plus 2) or equivalent. Effective June 1, 1987, Green Shield Basic Plan Plus 4.

Vision Care (new) - Effective June 1, 1987, employer pays 100% of premium costs. Maximum claim is \$100 every 24 months for employees and dependents.

Safety Shoe Allowance: Maximum \$55 (\$50) for one pair per year.

Tool Insurance: Maximum claim is \$2,000 (\$1,000).

#### HEALTH AND WELFARE SERVICES

Toronto General Hospital - Local 2001, Canadian Union of Public Employees (CLC)  
(service and maintenance employees): A 36-month renewal agreement effective from September 29, 1984 to September 28, 1987, covering 769 employees, settled by arbitration in May 1986. Duration of negotiations - 18 months.

Wages:	Effective	<u>Sept. 29/84</u>	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
	General Increases	5%	5%*	4.5%*
	Job Level 1 (Dietary Aide)	\$8.89-\$9.20 (\$8.47-\$8.76)	\$9.33-\$9.66	\$9.75-\$10.09

	<u>Sept. 29/84</u>	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
Job Level 16 (Licensed Electrician)	\$12.38-\$12.69 (\$11.79-\$12.09)	\$13.00-\$13.32	\$13.59-\$13.92

\* Based on the CUPE Central Arbitration Award issued in October 1986.

Maximum rates are reached after one annual increase.

#### FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (drafting and illustration group): A 15-month renewal agreement effective from June 18, 1986\* to September 13, 1987, with wages retroactive to September 14, 1984, covering 1,016 Ontario employees, settled at the bargaining stage and ratified in May 1986. Duration of negotiations - 23 months.

\* Previous agreement expired September 13, 1984.

Wages:	Effective	<u>Sept. 14/84</u>	<u>Sept. 14/85</u>	<u>Sept. 14/86</u>
	General Increases	3.75%	3.5%	3.25%
<u>Annual Rates</u>				
DD-1 7 levels	\$16,140-\$19,528 (\$15,557-\$18,822)	\$16,705-\$20,211	\$17,248-\$20,868	
DD-5 4 levels	\$29,496-\$32,566 (\$28,430-\$31,389)	\$30,528-\$33,706	\$31,520-\$34,801	
DD-9 4 levels	\$37,786-\$41,822 (\$36,420-\$40,310)	\$39,109-\$43,286	\$40,380-\$44,693	

Paid Vacation: 4 weeks after 9 (10) years of service. Unused vacation leave credits in excess of 15 days may be paid in cash at the employee's daily rate of pay (new).

Meal Allowance: \$5 (\$4.50) after 3 hours of overtime and \$4 (\$3.50) after 4 more hours.

Job Security and Technological Change: Same provisions as for communications group, reported above.

#### CONSTRUCTION

Utility Contractors Association of Ontario, province-wide - Ontario Provincial District Council, Labourers (AFL-CIO): A 23 1/2-month renewal agreement effective from May 12, 1986\* to April 30, 1988, covering 1,200 employees, settled at the post conciliation bargaining stage and ratified in May 1986. Duration of negotiations - 3 months.



\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>May 12/86</u>	<u>July 1/86</u>	<u>Nov. 1/86</u>
	Increases	35¢-94¢	10¢ to Ottawa, Region 5	21¢ to Simcoe County
	<u>Labourer, unskilled</u>			
	Local 527, Ottawa, Region 5	\$12.90 (\$12.55)	\$13.00	\$13.00
	Local 183, Toronto	\$18.37 (\$17.43)	\$18.37	\$18.37
	Effective	<u>May 1/87</u>		<u>Nov. 1/87</u>
	Increases	50¢-88¢		22¢ to Simcoe County
	Local 527, Ottawa, Region 5	\$13.54		\$13.54
	Local 183, Toronto	\$19.25		\$19.25

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Local 183,  
Toronto

Welfare Fund:	Employer contributes \$1.10 (\$1) per hour worked. Effective May 1, 1987, \$1.20.
Pension Fund:	Effective May 1, 1987, employer contributes 60¢ (50¢) per hour worked.
Training and Rehabilitation Fund:	Employer contributes 6¢ (5¢) per hour worked. Effective May 1, 1987, 7¢.
Board Allowance:	Effective May 1, 1987, \$42.50 (\$40) per day if more than 120 kilometres from company base of operations, and \$27.50 (\$25) if less than 120 km.

Ontario Masonry Industry Employers Council, province-wide - Ontario Provincial Conference, Bricklayers International (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 5,000 employees, settled with mediation assistance and ratified in May 1986. Duration of negotiations - 4 months.

Package:	Effective	<u>May 16/86</u>	<u>Sept. 1/86</u>	<u>May 1/87</u>
	General Increases	\$1	13¢	87¢
	<u>Journeyman Bricklayer</u>			
	Local 8, Barrie	\$21.92 (\$20.92)	\$22.05	\$22.92
	Local 2, Toronto	\$23.24 (\$22.24)	\$23.37	\$24.24
	Local 1, Hamilton	\$23.31 (\$22.31)	\$23.44	\$24.31

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Local 2,  
Toronto

Pension Fund: Effective May 1, 1987, employer contributes \$1.30 (\$1.10) per hour worked.

Further details are not available.

CA20N  
L  
-C53

ISSN 0830-0062



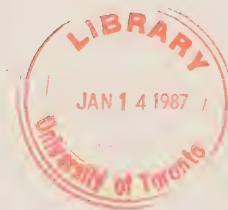
Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO

JANUARY TO JUNE 1986  
CUMULATIVE INDEX BY EMPLOYER

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN THOMPSON  
DEPUTY MINISTER



<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
3M Canada Inc., London and Auto Workers (CLC)	May	149
Alcan Rolled Products Ltd., Kingston and United Steelworkers (AFL-CIO/CLC) and Machinists (AFL-CIO/CLC) (production and maintenance empls.)	June	212
Amcan Castings Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Mar.	72
American Can Canada Inc., Simcoe and United Steelworkers (AFL-CIO/CLC)	May	151
Architectural Glass and Metal Contractors Assn., province-wide and Ont. Council, Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	248
Artex Woollens Limited, Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	110
Associated Fur Industries of Toronto Inc. and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	112
Association of Canadian Film and Television Producers (ACFTP), Canadian Film and Television Association (CFTA) and National Film Board of Canada (NFB), Canada-wide and Cdn. TV and Radio Artists (ACTRA) (CLC)	Mar.	92
Atlantic Packaging Products Ltd., Scarborough and Printing and Graphic Communications (AFL-CIO/CLC)	Apr.	113
B. F. Goodrich Canada Inc., Kitchener and Rubber Workers (AFL-CIO/CLC)	June	207
Bata Industries Limited, Bata Engineering Div., Batawa and Machinists (AFL-CIO/CLC)	Mar.	74
Beatrice International (Canada) Ltd., Colonial Cookies Div., Kitchener and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	36
Bell Canada, Ont. and Que. and Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	Jan.	16
Bethany Lodge and 9 other nursing homes, London district and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	91
Bilt-Rite Upholstering Co. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Apr.	112
Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	122
Bruce County Board of Education, Chesley and Ont. Secondary School Teachers' Fed. (Ind.)	May	167
Burns International Security Services Ltd., Pearson International Airport, Terminals 1 and 2, Toronto and Machinists (AFL-CIO/CLC)	Feb.	57
Canada Packers Inc., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	62
Canada Post Corp., system-wide and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Apr.	120
Canada Post Corp., system-wide and Public Service Alliance (CLC)	Mar.	85
Canada Wire and Cable Ltd., Simcoe and United Steelworkers (AFL-CIO/CLC)	Apr.	117
Canadian A.S.E. Limited, Toronto and United Steelworkers (AFL-CIO/CLC)	May	154
Canadian Automatic Sprinkler Assn., Canada-wide except Que. and B.C. and Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement)	June	248
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto, and CLC Directly Chartered (CLC) (full-time and part-time empls.)	Jan.	19
Canadian National Institute for the Blind, Ontario Div., province-wide and Service Employees Intl. (AFL-CIO/CLC)	May	178
Canadian National Railway, system-wide and Associated Railway Unions (6 shop-craft unions) (AFL-CIO/CLC and CFL)	Mar.	80



Canadian National Railway, system-wide and Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers)	Jan.	15
Canadian National Railway, system-wide and Railway Carmen (AFL-CIO/CLC)	Jan.	13
Canadian National Railway, system-wide and United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, brakemen, car retarder operators, yardmen and switchtenders)	Jan.	15
Canadian Pacific Ltd.; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway, and Esquimalt and Nanaimo Railway, system-wide and Associated Railway Unions (6 shop-craft unions) (AFL-CIO/CLC and CFL)	Mar.	80
Canadian Pacific Ltd; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway; and Esquimalt and Nanaimo Railways, system-wide and Railway Carmen (AFL-CIO/CLC)	Jan.	15
Canadian Press and Broadcast News Limited, Toronto and Ottawa and Newspaper Guild (AFL-CIO/CLC)	May	177
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees Assn. (Ind.) (full-time and part-time empls.)	June	236
Canadian Shipbuilding and Engineering Ltd., Port Arthur Shipbuilding Co. Div., Thunder Bay and United Steelworkers (AFL-CIO/CLC), Painters (AFL-CIO/CFL), Carpenters (AFL-CIO) and Plumbers (AFL-CIO/CFL)	June	215
Canadian Standards Assn., Toronto and CUPE (CLC)	May	176
Cara Operations Limited, Airline Services Div., Mississauga and Hotel Employees (AFL-CIO/CLC)	Mar.	93
Carleton Board of Education, Nepean and Ont. Secondary School Teachers' Fed. (Ind.) (secondary school occasional teachers)	May	168
Carleton Roman Catholic Separate School Board, Nepean and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	47
Carleton University, Ottawa and University Professors (Ind.) (professors, librarians and instructors)	Jan.	27
Carlton Cards Ltds., Toronto and Cdn. Paperworkers (CLC)	Jan.	7
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Assn., the Acoustical Assn. of Ont., the Resilient Flooring Contractors Assn. of Ont., the Caulking Contractors Assn. of Ont., the Industrial Contractors Assn. of Canada and the Interior Systems Contractors Assn. of Ont., province-wide and Ont. Provincial Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	June	249
CCL Industries Inc., Continental Can Canada Inc. subsidiary, Toronto and Trenton, Ont., and at centres in B.C., and Que. and United Steelworkers (AFL-CIO/CLC) (hourly rated and salaried empls.)	Mar.	73
Champion Spark Plug Company of Canada Limited, Windsor and Auto Workers (CLC)	Apr.	116
CKR Inc., Colgate-Palmolive Canada Div., Toronto and Teamsters (Ind.)	May	158
Consumer's Gas Company, Toronto and other central and southeastern Ontario centres (operating and maintenance empls.), Ottawa Gas, Ottawa Region (operating and office empls.) and Provincial Gas Company, Niagara Regional Municipality (operating and maintenance empls.) and Energy and Chemical Workers (CLC)	May	163
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa and Salaried Employees Alliance (Ind.)	Jan.	13
Council of Printing Industries of Canada, Hamilton, London, Ottawa, and Toronto, Ont. and Montreal, Que. and Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers)	Mar.	70
Council of Printing Industries of Canada, Toronto and district and Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	Mar.	71

Crane Canada Inc., Brantford and United Steelworkers (AFL-CIO/CLC)	May	153
Dare Foods Ltd., Biscuit Div., Kitchener and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	204
Donlee Manufacturing Industries Ltd., Paramount Industries and Donlee Plastics Divisions, Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	10
Dorr-Oliver Canada Ltd., Orillia and United Steelworkers (AFL-CIO/CLC)	May	154
Dow Chemical Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	May	159
Du Pont Inc., Kingston Works and Kingston Independent Nylon Workers Union (Ind.)	Jan.	4
Durham Region Roman Catholic Separate School Board, Oshawa and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	169
Durham Regional Board of Commissioners of Police, Oshawa and Police Assn. (Ind.)	Apr.	144
East York Borough and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	21
East York Borough, Metropolitan Toronto and the Cities of Etobicoke, North York, Scarborough, and York Boards of Education and CUPE (CLC) (office, clerical, technical, and maintenance empls.)	Apr.	122
East York Borough, Metropolitan Toronto, and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	20
Eaton Yale Ltd., Suspension Div., Wallaceburg and United Auto Workers (AFL-CIO)	June	213
Electrical Power Systems Construction Assn., province-wide and Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction)	May	189
Electrical Power Systems Construction Assn., province-wide and Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction)	May	190
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ont., province-wide and Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	June	250
Elgin County Board of Education, St. Thomas and Ont. Secondary School Teachers' Fed. (Ind.)	June	221
Esselte Pendaflex Canada Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Jan.	6
Essex County Board of Education, Essex and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	222
Etobicoke City Corp. and Intl. Fire Fighters (AFL-CIO/CLC)	Apr.	141
Excel Metalcraft Ltd., Aurora and Auto Workers (CLC)	Feb.	40
Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Bestview Holdings Ltd., Diversicare Inc., Tendercare Nursing Homes Ltd., and Villacentres Management Ltd., various centres in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	92
Falconbridge Limited, Falconbridge and United Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	May	160
Federal Pioneer Ltd., Toronto and Communications-Electrical Workers (CLC)	Mar.	75

Federal-Mogul Corp., Carter Automotive Canada Limited Div., Bramalea and Machinists (AFL-CIO/CLC)	Apr.	116
Federated Building Maintenance Co. Ltd., First Canadian Place, Toronto and Food and Service Workers (CCU)	Feb.	52
Fiberglas Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Mar.	76
Firestone Canada Inc., Hamilton and Rubber Workers (AFL-CIO/CLC)	Mar.	66
Ford Glass Ltd., Fabricated Products Div., Vaughan Township and Teamsters (Ind.)	May	157
Frankel Steel Limited, Milton and United Steelworkers (AFL-CIO/CLC)	Apr.	114
Frontenac County Board of Education, Kingston and CUPE (CLC) (office, clerical, custodial and maintenance empls. and non-teaching assistants)	Apr.	126
Frontenac County Board of Education, Kingston and Ont. Secondary School Teachers' Fed. (Ind.)	June	223
Frontenac County Board of Education, Kingston and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	87
G. W. Martin Co., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Feb.	37
G.U.S. Canada Inc., various locations in Ontario, New Brunswick, Nova Scotia and Quebec and Food and Commercial Workers (AFL-CIO/CLC)	May	194
General Foods Inc., Hostess Food Products Ltd. Div., Cambridge and Retail Wholesale Empls. (AFL-CIO/CLC) (production empls.)	Apr.	107
Glengarry Transport Ltd., Operations Div., Alexandria and Food and Commercial Workers (AFL-CIO/CLC)	May	161
Goldcrest Furniture Ltd., Toronto and Teamsters (Ind.)	June	209
Goodyear Canada Inc., Bowmanville Factory and Office, Newcastle and Rubber Workers (AFL-CIO/CLC)	Apr.	109
Goodyear Canada Inc., New Toronto Factory, Central Distribution Warehouse and Bramshott Warehouse, Toronto and Rubber Workers (AFL-CIO/CLC)	Mar.	67
Great Northern Apparel Inc., Stoney Creek and Clothing and Textile Workers (AFL-CIO/CLC)	Mar.	68
Grey County Board of Education, Markdale and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	48
Grey County Board of Education, Markdale and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	224
Grey County Board of Education, Markdale and Ont. Secondary School Teachers' Fed. (Ind.)	June	224
H. J. Heinz Co. of Canada Ltd., Leamington and Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	June	203
Halton Board of Education, Burlington and Employees Assn. (Ind.) (full-time and academic year clerical and technical empls.)	June	225
Halton Regional Municipality, Halton Centennial Manor, Milton and Cdn. Operating Engineers (CCU)	Jan.	30
Halton Roman Catholic Separate School Board, Burlington and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	127
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	226
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	226
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Apr.	119



Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants	June	227
Hastings County Board of Education, Belleville and Ont. Secondary School Teachers' Fed. (Ind.)	June	228
Hendrickson Manufacturing (Canada) Ltd., Stratford and United Steelworkers (AFL-CIO/CLC)	Feb.	41
Hiram Walker & Sons Ltd., Walkerville and Auto Workers (CLC) (plant empls.)	Feb.	36
Hudson Aviation Services (Toronto) Inc., Mississauga and Machinists (AFL-CIO/CLC) (full-time and part-time empls.)	June	259
Imasco Ltd., Imperial Tobacco Div., Guelph and Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office empls.)	June	207
Imperial Clevite Canada Inc., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	June	214
Imperial Feather Corp. (Toronto) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	4
J. M. Schneider Inc., Kitchener and Schneider Employees' Assn. (Ind.)	June	202
John Rennie Limited, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Mar.	69
Kelsey-Hayes Canada Ltd., Windsor Div., Windsor and Auto Workers (CLC)	Mar.	99
Kent County Board of Education, Chatham and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	229
Labourers Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Ont. Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., Concrete Floor Contractors Assn. of Ont., province-wide and Ontario Council, Labourers (AFL-CIO) (industrial, commercial and institutional construction)	June	244
Lake Ontario Cement Ltd., Lake Ontario Cement Div., Sophiasburgh and Toronto and Boilermakers (AFL-CIO/CFL)	June	217
Lambton County Board of Education, Sarnia and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	229
Lanark County Board of Education, Perth and Ont. Secondary School Teachers' Fed. (Ind.)	June	230
Leeds and Grenville County Board of Education, Brockville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	23
Lennox and Addington County Board of Education, Napanee and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	128
Lennox Industries (Canada) Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	June	212
Lily Cups Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Jan.	7
Liquor Control Board of Ont. and Liquor Licence Board of Ont., province-wide and Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary empls.)	Jan.	17
Livingston Export Packaging Inc. and Livingston Distribution Centres Inc., Hagersville, London and Tillsonburg and Woodworkers (AFL-CIO/CLC)	Jan.	5
London City Board of Commissioners of Police and Police Assn. (Ind.)	May	183
London City Board of Education and CUPE (CLC) (full-time and part-time teaching assistants and office and clerical empls.)	Feb.	48

London City Corp., Dr. John Dearnness Home for Elder Citizens and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Apr.	133
London City Public Utilities Commission and CUPE (CLC)	Apr.	121
MacMillan Bathurst Inc., Pembroke, Etobicoke, St. Thomas and Whitby and Woodworkers (AFL-CIO/CLC)	June	211
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont., Calgary, Alta. and Winnipeg, Man. and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	64
Maple Leaf Village Investments Inc., Niagara Falls and Hotel Employees (AFL-CIO/CLC)	June	239
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Jan.	28
Metropolitan Board of Commissioners of Police, Toronto and Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls.; Unit C - parking control officers, cadets and matrons)	Feb.	55
Metropolitan Industrial and Commercial Masonry Contractors Inc., OLRB Area 8 and Bricklayers Intl. (AFL-CIO/CFL) (residential construction)	June	251
Metropolitan Separate School Board, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Feb.	49
Metropolitan Separate School Board, Toronto and CUPE (CLC) (teacher aides)	May	170
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers)	Apr.	128
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC) (full-time and part-time social workers, child care workers and other empls.)	June	237
Metropolitan Toronto Children's Aid Society and CUPE (CLC) (full-time and part-time social workers, child care workers, general and office services and other empls.)	June	238
Metropolitan Toronto Plumbing and Heating Contractors Assn., a div. of the Mechanical Contractors Assn., OLRB Area 8 and Plumbers, Residential Div. (AFL-CIO/CFL)	June	251
Metropolitan Toronto Road Builders' Assn., OLRB Area 8 and Intl. Operating Engineers (AFL-CIO/CFL)	June	245
Midas Canada Inc. and International Parts Manufacturing Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	May	155
Middlesex County Board of Education, Hyde Park and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	231
Middlesex County Board of Education, Hyde Park and Ont. Secondary School Teachers' Fed. (Ind.)	June	231
Millwrighting Contractors Assn. of Ont. Inc., province-wide and Millwright District Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	June	252
Monarch Fine Foods Ltd., Toronto and Teamsters (Ind.)	June	205
Motor Transport Industrial Relations Bureau of Ont. Inc., Tank Truck Div., Ont. and Que. and Teamsters (Ind.) (drivers and maintenance empls.)	Mar.	83
Motor Transport Industrial Relations Bureau of Ont. Inc., Eastern Canada Car Carrier Div., Ont. and Que. and Teamsters (Ind.)	Feb.	45
National Auto Radiator Manufacturing Co. Ltd., Windsor and Auto Workers (CLC)	Feb.	42
National Capital Road Builders Assn., Ottawa and Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	June	246
National Research Council of Canada, Canada-wide and Research Council Employees' Assn. (Ind.) (technical category empls.)	Feb.	53



Newman Steel Ltd., Sudbury, St. Catharines and Stoney Creek and United Steelworkers (AFL-CIO/CLC)	Feb.	39
Nipissing Board of Education, North Bay and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	23
Norfolk Hospital Assn., Simcoe and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	May	174
North Shore District Roman Catholic Separate School Board, Blind River and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	24
North York City Corp. and Ont. Fire Fighters (Ind.)	Apr.	141
North York City Corp. and Ont. Fire Fighters (Ind.)	May	184
Omstead Foods Limited, Wheatley and Teamsters (Ind.)	Apr.	107
Ontario College of Art, Toronto and Ont. Public Service Employees (NUPGE) (CLC) (sessional, part-time and casual non-academic empls.)	Apr.	132
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ont. (Ind.)	May	175
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Employees (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	May	173
Ontario Erectors Assn. Inc., province-wide and Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction)	June	
Ontario Government and Ontario Public Service Employees (NUPGE) (CLC) (general operational services category)	Apr.	138
Ontario Government and Ontario Public Service Employees (NUPGE) (CLC) (administrative services category)	Apr.	138
Ontario Government and Ontario Public Service Employees (NUPGE) (CLC) (maintenance services category)	Apr.	139
Ontario Government and Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category)	Apr.	140
Ontario Government and Ontario Public Service Employees (NUPGE) (CLC) (technical services category)	Apr.	140
Ontario Government, province-wide and Ont. Provincial Police (Ind.) (police officers)	May	182
Ontario Housing Corp. and Metropolitan Toronto Housing Authority, Toronto and CUPE (CLC) (maintenance empls.)	June	220
Ontario Housing Corp. and other Housing Authorities, province-wide except Metro Toronto and CUPE (CLC) (office and maintenance empls.)	May	166
Ontario Industrial Roofing Contractors Assn., province-wide and Ont. Sheet Metal Workers' Conference, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	191
Ontario Masonry Industry Employers Council, province-wide and Ont. Provincial Conference, Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction)	June	262
Ontario Master Insulators' Assn. Inc., province-wide and Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance)	June	253
Ontario Mechanical Constructors Assn., province-wide and Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	191
Ontario Painting Contractors Assn., Acoustical Assn. of Ont., and Interior Systems Contractors Assn. of Ont., province-wide and Ont. Council, Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	June	254

Ontario Precast Concrete Manufacturers Assn., province-wide and Ont. Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction)	June	255
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide and Plumbers (AFL-CIO/CFL) (service empls.)	Feb.	57
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide and Plumbers (AFL-CIO/CFL) (construction empls.)	June	256
Ontario Sheet Metal and Air Handling Group, province-wide and Ont. Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	257
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide and Ont. Provincial Conference, Bricklayers Intl. (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	257
Orangeroo of Canada, operating as Howard Johnson Airport Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	Apr.	134
Oshawa City Corp. and CUPE (CLC) (full-time and part-time inside empls.)	May	184
Oshawa City Corp., Public Works Department, Maintenance and Traffic Engineering Divs., and Community Services Department, Parks, Recreation and Arenas Divs. and CUPE (CLC)	May	186
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	56
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	May	187
Ottawa City Corp. and CUPE (CLC) (part-time recreation branch empls.)	Mar.	96
Oxford County Board of Education, Woodstock and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	25
Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	26
Parkwood Hospital and McCormick Home for the Aged, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	June	235
Parnell Foods (1981) Limited, Toronto and vicinity and Rubber Workers (AFL-CIO/CLC)	May	178
Patons & Baldwins Canada Inc., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	150
PCL Packaging Ltd., Oakville and Energy and Chemical Workers (CLC)	May	158
Perth County Board of Education, Stratford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	49
Perth County Board of Education, Stratford and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	32
Petro-Canada Products Inc., Toronto, Mississauga, and Oakville, Ont. and other centres across Canada and Energy and Chemical Workers (CLC)	Mar.	77
Phillips Cables Ltd., Brockville and Communications-Electrical Workers (CLC)	June	216
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec and Plumbers (AFL-CIO/CFL)	June	247
Polysar Ltd., Sarnia and Energy and Chemical Workers (CLC)	Mar.	78
Quaker Oats Company of Canada Limited, Pet Food Div., Trenton and Employees' Assn. (Ind.)	Mar.	63
Queen's University, Kingston and CUPE (CLC)	June	234
Queensway-Carleton Hospital, Nepean and CUPE (CLC) (full-time, regular part-time and casual empls.)	Feb.	51

Renfrew County Board of Education, Pembroke and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	26
Renfrew County Roman Catholic Separate School Board, Pembroke and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	50
Residential Painting Contractors of Ont., OLRB Area 8 and Painters (AFL-CIO/CFL)	June	258
Riviera Slacks Inc., Toronto and Ladies Garment Workers (AFL-CIO/CLC)	Apr.	111
Rockwell International of Canada Ltd., Chatham and Milton and Auto Workers (CLC)	Jan.	11
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man. and Public Service Alliance (CLC)	May	152
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	87
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	27
Scarborough General Hospital and Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office and clerical empls.)	Jan.	29
Shell Canada Limited, Sarnia Refinery, Corunna and Energy and Chemical Workers (CLC)	Mar.	78
Simcoe County Board of Education, Barrie and CUPE (CLC) (maintenance, service and plant operations empls.)	Feb.	51
Simcoe County Roman Catholic Separate School Board, Barrie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	170
Singer Co. of Canada Ltd., Controls Div., St. Thomas and United Steelworkers (AFL-CIO/CLC)	June	216
Sklar-Peppler Inc., Sklar Div., Whitby and United Steelworkers (AFL-CIO/CLC)	Feb.	38
Smith & Stone (1982) Inc., Georgetown and Auto Workers (CLC)	Apr.	118
Snap-On Tools of Canada Ltd., Concord and United Steelworkers (AFL-CIO/CLC)	Jan.	9
Southam Inc., Windsor Star Div. and Joint Council of Unions (AFL-CIO/CLC)	May	150
Steinberg Inc., Ottawa and other centres in Ont., and Hull and Pointe-Gatineau, Que. and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	May	192
Strathearn House Group Ltd., Kroehler Furniture Co. Div., Stratford and United Steelworkers (AFL-CIO/CLC)	June	210
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	June	232
Sudbury Board of Education and Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	130
Sudbury District Roman Catholic Separate School Board, Sudbury and Ont. English Catholic Teachers' Assn. (Ind.)	Apr.	131
Sudbury District Roman Catholic Separate School Board, Sudbury and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	132
Supreme Industries Inc., Pickering and Scarborough and Employees' Assn. (Ind.)	May	153
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay and Toronto, Ont. and Montreal, Que. and Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	Jan.	30
Toronto Area Transit Operating Authority, GO Transit and Transit Union (AFL-CIO/CLC)	Jan.	16



Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	May	171
Toronto City Board of Education and CUPE (CLC) (office and clerical empls. and librarians)	May	172
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO and CFL)	Mar.	88
Toronto General Hospital and CUPE (CLC) (service and maintenance empls.)	June	260
Toronto-Residential Air Handling Group, OLRB Area 8 and Sheet Metal Workers (AFL-CIO/CLC)	June	258
Transit Windsor and Transit Union (AFL-CIO/CLC)	June	219
Treasury Board of Canada and Aircraft Operations Assn. (Ind.) (aircraft operations group)	Jan.	31
Treasury Board of Canada and Economists, Sociologists and Statisticians Assn. (Ind.)	Apr.	135
Treasury Board of Canada and Professional Institute (Ind.) (computer systems administration group)	June	241
Treasury Board of Canada and Public Service Alliance (CLC) (general labour and trades group)	Apr.	136
Treasury Board of Canada and Public Service Alliance (CLC) (clerical and regulatory group)	Apr.	136
Treasury Board of Canada and Public Service Alliance (CLC) (programme administration group)	Apr.	137
Treasury Board of Canada and Public Service Alliance (CLC) (heating, power and stationary plant operation group)	Apr.	137
Treasury Board of Canada and Public Service Alliance (CLC) (auditing group)	Feb.	54
Treasury Board of Canada and Public Service Alliance (CLC) (communications group)	June	240
Treasury Board of Canada and Public Service Alliance (CLC) (engineering and scientific support group)	June	241
Treasury Board of Canada and Public Service Alliance (CLC) (firefighters group)	June	242
Treasury Board of Canada and Public Service Alliance (CLC) (hospital services group)	June	243
Treasury Board of Canada and Public Service Alliance (CLC) (information services group)	June	243
Treasury Board of Canada and Public Service Alliance (CLC) (drafting and illustration group)	June	261
Treasury Board of Canada and Public Service Alliance (CLC) (financial administration group)	Mar.	94
Treasury Board of Canada and Public Service Alliance (CLC) (administrative services group)	May	179
Treasury Board of Canada and Public Service Alliance (CLC) (correctional group)	May	180
Treasury Board of Canada and Public Service Alliance (CLC) (education group)	May	181
Treasury Board of Canada and Public Service Alliance (CLC) (office equipment operations group)	May	182
Treasury Board of Canada and Public Service Alliance (CLC) (welfare programmes group)	June	244
TRW Canada Ltd., Thompson Products Div., St. Catharines and Employees' Assn. (Ind.)	May	156
Union Carbide Canada Ltd., Carbon Products Metals, Welland and Electrical Workers (UE) (CLC)	May	157
Union Gas Ltd., southwestern Ontario and Energy and Chemical Workers (CLC) (hourly and salaried empls.)	May	164
University Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	90

University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	June	234
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	Mar.	89
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	June	235
Utility Contractors Assn. of Ontario, province-wide and Ont. Provincial District Council, Labourers (AFL-CIO)	June	261
VIA Rail Canada Inc., system-wide and Railway, Transport and General Workers (CLC) (on-train employees)	Mar.	82
Victoria Hospital Corp., London and Office and Professional Empls. (AFL-CIO/CLC)	May	175
Wabco Standard Inc., Wabco Div., Stoney Creek and Electrical Workers (UE) (CLC)	Feb.	43
Wabco-Standard Ltd., American Standard Div., Lansdowne Plant, Toronto and Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	June	218
Wajax Ltd., Pitman Manufacturing Co. Inc. subsidiary, Markham and Auto Workers (CLC)	June	259
Walbar of Canada Inc., Mississauga and United Steelworkers (AFL-CIO/CLC)	Mar.	98
Warrington Products Inc., Greb Footwear Div., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	110
Waterloo County Board of Education, Kitchener and Non-Academic Staff Assn. (Ind.) (full-time and academic year empls.)	Apr.	132
Waterloo Metal Stampings, Kitchener and United Steelworkers (AFL-CIO/CLC)	Apr.	115
Welded Tube of Canada Limited, Vaughan and United Steelworkers (AFL-CIO/CLC)	Feb.	40
Wellington County Board of Education, Guelph and Ont. Secondary School Teachers' Fed. (Ind.)	June	233
Weston Bakeries Ltd., Kitchener and Retail, Wholesale Employees (AFL-CIO/CLC)	Mar.	64
Windsor City Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	142
Windsor City Corp. and CUPE (CLC) (inside empls.)	Mar.	97
Windsor City Corp. and CUPE (CLC) (outside empls.)	Apr.	143
Windsor City Corp. and Ont. Fire Fighters (Ind.)	May	188
Windsor Plastics Products Ltd., Windsor and Auto Workers (CLC)	Mar.	101
Windsor Western Hospital Centre Inc., I.O.D.E. Unit and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	103
Windsor Western Hospital Centre Inc., Riverview Unit; St. Joseph Religious Hospitaliers of Hotel Dieu; Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	102
Workers' Compensation Board, province-wide and CUPE (CLC)	Mar.	94
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	194





CA20N

L

-C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
JULY 1986

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER



## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.





## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	264
July 1986 Settlements	
Food and Beverage .....	268
Rubber and Plastics Products .....	269
Leather .....	270
Textile .....	270
Printing, Publishing and Allied .....	271
Metal Fabricating .....	272
Mines .....	273
Communication .....	274
Finance, Insurance and Real Estate .....	275
Education and Related Services .....	276
Federal Administration .....	278
Provincial Administration .....	281
Local Administration .....	283
Construction .....	284
Addenda	
March 1986 Settlement .....	291
May 1986 Settlements .....	293
June 1986 Settlements .....	295



## Highlights

### Gold Mining

The United Steelworkers union reached new settlements in July for 1,200 employees at the gold mining operations of Dome Mines Ltd in South Porcupine and Pamour Inc in Timmins. The new agreements will run for 2 years ending April 17, 1988 for Dome Mines and June 30, 1988 for Pamour.

The 600 employees at Dome Mines received 38 cents an hour on April 18 of each year of the agreement, and the cost-of-living provision was continued to provide monthly adjustments calculated at 1 cent an hour for each 0.35 point increase in the Consumer Prince Index 1971=100. Benefit changes included a \$50 increase in the monthly benefit for long-term disability, to \$550; updating of the fee schedule in the dental plan; a \$5 increase in the monthly pension rate for each year of future service, to \$18; and an 8 percent increase in past service benefits.

At Pamour Inc, 600 employees received wage increases of 5 percent on July 1, 1986, and 4 percent on July 1, 1987. Shift premiums were increased by 5 cents each year from 30 cents an hour for the second shift and 35 cents for the third shift, and Sunday premium by 10 cents each year from 60 cents an hour. Benefit improvements included:

- A one-year reduction to 14 years' service for 4 weeks' vacation and to 24 years' service for 5 weeks, and a sixth week after 32 years of service.
- A \$1,500 increase each year in life and accidental death and dismemberment insurance, from \$10,000.
- A \$59 increase in the maximum weekly benefit for sickness and accident, to \$290.
- An increase in employer contribution to the long-term disability plan to 60 percent of the premium cost, from 50 percent.
- Updating of the fee schedule in the dental plan.
- Pension benefits over the term of the agreement calculated at \$11 a month for each year of past service after January 1, 1971 for employees at two mines for consistency with employees at a third mine; and at \$2.50 a month for each year of service prior to January 1, 1971.

### Can Manufacturing

A 3-year agreement between American Can Canada Inc and the Can Workers' Federal union local 354, was ratified in later July by 420 employees at the company's plant in Hamilton. The new agreement which will run to March 16, 1989, provided wage increases of 23 cents an hour in the first year, 15 cents in the second year, and 7 cents in the third year. The cost-of-living provision was continued to provide quarterly adjustment calculated at 1 cent an hour for each 0.325 point increase in the Consumer Prince Index 1961=100. Benefit changes included a \$3,000 increase in life insurance, to

\$25,000; a \$30 increase in weekly sickness and accident benefit; a \$9.75 increase to \$29.75 in employer payment for single coverage and \$19.50 to \$59.50 for family coverage under OHIP, plus any increases in premium cost during the term of the agreement; a \$2.00 increase to \$23.50 by the end of the agreement in the monthly pension rate for each year of service; and effective January 1, 1987, a new pension bridging benefit of \$13.50 a month for each year of service to a maximum of 30 years.

## Construction

More settlements were concluded in the construction industry in July, covering 6,300 employees.

In the industrial, commercial and institutional sector:

- 7,000 cement masons and waterproofers received package increases of \$1.70-\$2.17 an hour over the term of the agreement.
- 400 demolition labourers received package increases of 40 cents-\$1.84 an hour over the term of the agreement. The package included 10 cents to the welfare fund and 20 cents for the first time to the pension fund for workers in the Toronto area.
- 1,000 elevator mechanics received a package increase of 90 cents an hour on July 16, 1986 and 87 cents on May 1, 1987.
- 700 plasterers received package increases of \$1.70-\$2.00 an hour over the term of the agreement.

In the residential sector:

- 2,200 bricklayers and bricklayers' assistants in Toronto represented by the Bricklayers, Masons Independent Union received a package increase of \$1.42 an hour on July 7, 1986 and \$1.43 in June 1, 1987. The package included 65 cents to a newly-established pension fund.
- 900 interior systems workers represented by the Carpenters union received a package increase of \$1.00 an hour on June 9, 1985 and 75 cents on May 1, 1987.

In the heavy engineering sector:

- A package increase of \$1.82 an hour for labourers and \$1.79 for teamsters in the Oshawa area over the term of the agreement. The package included 20 cents to the welfare fund for both groups and 20 cents to the pension fund for teamsters.
- Package increases of \$1.30-\$2.00 for 200 equipment operators on distribution pipeline construction over the term of the agreement, including 10 cents to the welfare and pension funds.

In the electrical power systems sector 430 steel erectors received a package increase of \$1.75 an hour over the agreement, including 5 cents to the welfare fund for workers in Windsor and 15-33 cents for the pension fund.

Index to Settlements Reported, July 1986

Employer and Location	Union	Page
American Can Canada Inc., Hamilton	CLC Directly Chartered	272
Canada Packers Inc., Canada Packers Poultry Div., Walkerton	Food and Commercial Workers (AFL-CIO/CLC)	268
Canadian Imperial Bank of Commerce, Mortgage Dept., Toronto	CLC Directly Chartered (CLC) (full-time and part-time mortgage servicing empls.)	275
Canadian Independent Commercial Producers Assn., Toronto	Theatrical Stage Empls. (I.A.T.S.E.) (AFL-CIO/CLC)	301
Canadian Woodwork Manufacturers Assn., Toronto and vicinity	Carpenters (AFL-CIO)	295
Cement Masons Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Waterproofing Contractors Assn. of Ontario, Concrete Floor Contractors Assn. of Ontario, and Industrial Contractors Assn. of Canada, province-wide	Ont. Provincial Conference, Plasterers (AFL-CIO/CFL) (cement masons) (industrial, commercial and institutional construction)	287
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	271
Dome Mines Ltd., South Porcupine	United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	273
Electrical Power Systems Construction Assn., province-wide	Structural Iron Workers (AFL-CIO)	285
Essex County Roman Catholic Separate School Board, Essex	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	299
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	270
Halton Board of Education, Burlington	CUPE (CLC) (full-time maintenance and custodial empls.)	276
Halton Regional Board of Commissioners of Police, Oakville	Police Assn. (Ind.) (uniform and civilian employees)	291
Hayes-Dana Inc., Forge Div., St. Catharines, and Drive Train and Chassis Products Divs., Thorold	Cdn. Auto Workers (CLC)	296



Index to Settlements Reported, July 1986

Employer and Location	Union	Page
Heavy Construction Assn. of Toronto, Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations	Labourers (AFL-CIO)	294
Interior Systems Contractors Assn. of Ont., province-wide	Carpenters (AFL-CIO) (residential construction)	288
Metropolitan Demolition Contractors Inc., province-wide	Ont. Provincial District Council, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction)	288
Metropolitan Toronto Road Builders' Assn., OLRB Area 8	Labourers (AFL-CIO) and Teamsters (Ind.)	293
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8	Intl. Operating Engineers (AFL-CIO/CFL)	301
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8	Labourers (AFL-CIO) and Teamsters (Ind.)	294
National Defence, Communications Security Establishment, Ottawa	Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category)	278
National Elevator and Escalator Assn., Canada-wide	Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction)	289
National Research Council of Canada, Ottawa	Research Council Employees' Assn. (Ind.) (clerical and regulatory group)	279
Northumberland and Newcastle Board of Education, Cobourg	Ont. Secondary School Teachers' Fed. (Ind.)	300
Ontario Educational Communications Authority, Toronto	Broadcast Empls. (CLC)	274
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (institutional care services category)	281

Index to Settlements Reported, July 1986

Employer and Location	Union	Page
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (office administration group)	282
Oshawa Area Signatory Contractors, Oshawa	Labourers (AFL-CIO) and Teamsters (Ind.)	284
Ottawa Construction Assn., OLRB Area 15	Labourers (AFL-CIO) (non-ICI agreement)	302
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	300
Pamour Inc., Pamour No. 1, Schumacher and Ross Mines, and Surface Mining Operations, Timmins	United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	273
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), province-wide	Intl. Operating Engineers (AFL-CIO/CFL)	286
Plasterers Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, and Walls and Ceilings Contractors Assn., province-wide	Ont. Provincial Conference, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	290
Ryerson Polytechnical Institute Board of Governors, Toronto	Ont. Public Service Empls. (NUPGE) (CLC) (office, clerical, technical and food service empls.)	277
Toronto Masonry Contractors' Assn. Inc.	Bricklayers, Ind. (CCU) (bricklayers and bricklayers' assistants)	291
Treasury Board of Canada	Professional Institute (Ind.) (engineering and land survey group)	279
Treasury Board of Canada	Public Service Alliance (CLC) (primary products inspection group)	280
Treasury Board of Canada	Public Service Alliance (CLC) (purchasing and supply group)	281
Uniroyal Goodrich Canada Inc., Kitchener North Plant and Rubber Machinery Shops, Kitchener	Rubber Workers (AFL-CIO/CLC)	269
Warrington Products Inc., Greb Footwear Div., Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	270

Index to Settlements Reported, July 1986

Employer and Location	Union	Page
Waterloo Regional Board of Commissioners of Police, Kitchener	Police Assn. (Ind.) (police officers)	283
Windsor City Corp.	Ont. Fire Fighters (Ind.)	283

FOOD AND BEVERAGE

Canada Packers Inc., Canada Packers Poultry Division at Walkerton - Local 175\*, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1986 to March 31, 1988, covering 270 employees, settled with mediation assistance. Duration of negotiations - 2 months.

\*Previously, Local 1105-P.

Wages:	Effective	<u>Apr. 1/86</u>	<u>Oct. 1/86</u>
	General Increases	33¢	15¢
	Group A	\$10.04 (\$9.71)	\$10.19
	Maintenance Mechanic A	\$11.38 (\$11.05)	\$11.53
	Effective	<u>Apr. 1/87</u>	<u>Oct. 1/87</u>
	General Increases	35¢	10¢
	Group A	\$10.54	\$10.64
	Maintenance Mechanic A	\$11.88	\$11.98

Start Rates - 80% (85%) of Base Rate, Group A, increasing by 5% every 3 (2) months to job rate, except for newly hired maintenance mechanics and stationary engineers who start \$1 below job rate, increasing by 25¢ every 3 months.

**Paid Vacation:** Effective April 1, 1987, 4 weeks after 11 (12) years of service.  
Effective April 1, 1988, 4 weeks after 10 years.

**Bereavement Leave:** 1 day's paid leave when unable to attend funeral of spouse, child, parent, sister, brother and mother/father-in-law (new).

**Health and Welfare:** Life Insurance - Effective August 1, 1986, benefit is \$17,000 (\$15,000). Effective August 1, 1987, \$20,000.

OHIP - Effective August 1, 1986, employer pays 100% of current premium costs (unchanged) and will pay up to an additional \$5 (\$3) per month for single coverage and \$10 (\$6) per month for family coverage if the premium costs increase.

Weekly Indemnity - Effective July 19, 1986, \$219 (\$209) for Job Groups A and B, and \$234 (\$224) for Job Groups C and above.  
Effective April 1, 1987, \$229 and \$244 respectively.

Dental Plan - Effective August 1, 1986, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.

**Safety Shoe Allowance:** \$30 (\$25) per year.

# RUBBER AND PLASTICS PRODUCTS

Uniroyal Goodrich Canada Inc., previously Uniroyal Ltd., Kitchener North Plant and Rubber Machinery Shops at Kitchener - Local 80, Rubber Workers (AFL-CIO/CLC) (production, shipping and maintenance employees):  
A 36-month renewal agreement effective from May 5, 1986 to May 4, 1989, covering 1,300 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 5/86	May 3/87	May 8/88
	General Increases	43¢	13¢	8¢
	Skilled Trades Adjustments	10¢	5¢	
	Janitor	\$11.945 (\$11.415)	\$12.125	\$12.205
	Electrician	\$14.755 (\$14.225)	\$14.935	\$15.015

Previous rates reflect COLA folded in during the term of the previous agreement.

Cost of Living Allowance: 1¢ per 0.26 point rise in the Consumer Price Index - 1971=100, using the average index for March, April and May 1986 as the base. Adjusted quarterly. To be folded into rates at the end of each contract year.

3¢ to be diverted from first COLA payable as of August 24, 1986 to offset the improvement to the dental plan. (Basic formula is unchanged. Previously 9¢ was diverted to help fund the 30-and-out retirement provision.)

Weekend Work Crew (new): Two 12-hour shifts on Saturday and Sunday paid at regular straight time rates plus full benefit coverage may be implemented.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Carbon Black Premium: \$1.50 (\$1.25) per shift for workers regularly exposed to free carbon black.

Citizenship Hearing Leave (new): Maximum 4 hours' paid leave to attend hearing.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$25,000 (\$21,000).

Future Retirees Life Insurance - Benefit is \$8,000 (\$7,500).

Weekly Indemnity - Maximum benefit is \$297 (\$231).

Vision Care - Maximum claim per person is \$120 (\$100) every 2 years.

Hearing Aid - Maximum claim is \$500 (\$300) every 5 years.



Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule.

Survivor Transition and Bridging Benefits - Maximum \$400 (\$300) per month, less any applicable statutory offsets for 24 months. Minimum benefit is \$150 per month (unchanged).

Pension Plan: Basic Benefit - \$20 (\$17.25) per month per year of credited service for retirements on or after May 5, 1986.

Supplemental Benefit - Type A, \$12.50 (\$11.75) per month per year of credited service to a maximum of 30 years for retirees on or after May 5, 1986.

Supplemental Unemployment Benefit Plan: Employer Contribution - 9¢-19¢ (7-17¢) per hour worked depending on level of fund.

Pay for Union President: Effective July 7, 1986, \$14.755 (\$13.145) per hour to a maximum of 8 hours per day. Effective May 3, 1987, \$14.935. Effective May 8, 1988, \$15.015.

## LEATHER

Warrington Products Inc., Greb Footwear Division at Kitchener - Local 308, Clothing and Textile Workers (AFL-CIO/CLC) (production employees): A 24-month renewal agreement effective from March 29, 1986 to March 28, 1988, covering 235 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Mar. 29/86	Mar. 29/87
General Increases		33¢	28¢
Group A		\$7.86 (\$7.53)	\$8.14
Group E		\$8.66 (\$8.33)	\$8.94

Health and Welfare: Dental Plan (new) - Effective April 1, 1987, employer pays 35% of premium costs for basic plan. Coverage is based on the 1985 Ontario Dental Association fee schedule.

Vision Care - Maximum claim is \$80 every 2 years (previously, \$40 once per year).

## TEXTILE

Fiberglas Canada Inc., Textile and Chemical Plants at Guelph - Locals 1305 and 1929, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1986 to May 31, 1988, covering 395 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
	Increases	62¢ or 5%, whichever is greater	65¢ or 5%, whichever is greater
	General Labour (Day Schedule)	\$12.64 (\$12.02)	\$13.29
	Electrician (Day Schedule)	\$15.26 (\$14.53)	\$16.02
Shift Premium:	8-hour shift - 0-26¢-42¢ (0-23¢-37¢). 12-hour shift - 0-42¢ (0-37¢).		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$35,000 (\$25,000). <u>A. D. &amp; D.</u> - Benefit is \$17,500 (\$12,500). <u>Long Term Disability</u> - \$90 CPP claim offset per dependent child is eliminated. <u>Weekly Indemnity</u> - For 8-hour shift employees, benefit is 70% of regular earnings on second day of absence and 100% thereafter. For 12-hour shift employees, benefit is 50% of regular earnings on first day of absence and 100% thereafter. (Previously, \$300-\$375 per week, depending on wages.) <u>Dental Plan</u> - Orthodontic services added, with 50%-50% co-insurance and a maximum claim of \$1,000 per lifetime (new).		
Safety Shoe Allowance:	Maximum \$50 (\$45) per pair twice a year, or \$70 (\$65) per pair once a year.		
Safety Prescription Glasses:	Maximum \$40 (\$30) for single vision glasses and \$45 (\$35) for bifocals.		

#### PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1986 to April 30, 1989, covering 231 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>May 1/86</u>	<u>May 1/87</u>	<u>May 1/88</u>
	General Increases	4.5%	4.5%	5%
	Journeyman Compositor	\$18.20 (\$17.42)	\$19.02	\$19.97
Shift Premium:	0-6%-6.5% of Journeyman's flat rate (0-\$1.10-\$1.20 per hour).			
Paid Vacation:	4 weeks after 8 (9) years of service. Effective May 1, 1987, 5 weeks after 20 (21) years. Effective May 1, 1988, 5 weeks after 19 years.			

Bereavement Leave:	Up to 2 days' paid leave upon death of grandchild (new).
Health and Welfare:	<u>Welfare Plan (includes Life Insurance, Dependent Life Insurance, A. D. &amp; D., Major Medical and Weekly Indemnity) and Dental Plan - Effective August 1, 1986, employer contributes \$27.77 per employee per week. (Previously, \$15.58 for welfare plan and \$9.80 for dental plan.) Effective May 1, 1987, \$32.59. Effective May 1, 1988, \$37.22.</u>
Pension Plan:	<u>Employer Contribution - \$4.25 (\$4) per shift per employee. Effective May 1, 1987, \$4.50. Effective May 1, 1988, \$4.75.</u>
Supplemental Unemployment Benefit Plan:	<u>Employer Contribution - Effective August 1, 1986, \$10 (\$8.50) per week per employee.</u> <u>Funding - Maximum \$200 (\$145) per employee.</u>

# METAL FABRICATING

American Can Canada Inc. at Hamilton - Local 354, CLC Directly Chartered: A 36-month renewal agreement effective from March 17, 1986 to March 16, 1989, covering 422 employees, settled during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Mar. 17/86	Mar. 17/87	Mar. 17/88
General Increases		23¢	15¢	7¢
Job Grade 1 (includes Labourer)		\$14.06 (\$13.830)	\$14.21	\$14.28
Job Grade 23 (includes Diemaker)		\$16.958 (\$16.728)	\$17.108	\$17.178

Previous rates reflect 96¢ COLA folded in during the previous agreement.

Cost of Living Allowance: 1¢ per full 0.325 point change in the Consumer Price Index - 1961=100, using the January 1986 index as the base. Adjusted quarterly with the last adjustment effective on March 15, 1989. Folded in annually. (Basic formula is unchanged.)

Health and Welfare:	<u>Life Insurance - Benefit is \$25,000 (\$22,000).</u> <u>Weekly Indemnity - Effective August 1, 1986, benefit increases \$20. Effective April 1, 1987, \$10.</u> <u>OHIP - Employer pays \$29.75 (\$20) for single coverage and \$59.50 (\$40) for family coverage, plus any increases in premium costs during the term of the agreement.</u>
Pension Plan:	<u>Basic Benefit - Effective August 1, 1986, \$22.50 (\$21.50) per month per year of service. Effective April 1, 1987, \$23.50.</u> <u>Bridging Benefit (new) - Effective January 1, 1987, \$13.50 per month per year of service, to a maximum of 30 years.</u>

Safety Shoe Allowance: \$40 (\$20) per calendar year.

# MINES

Dome Mines Limited at South Porcupine - Local 7580, United Steelworkers (AFL-CIO/CLC)  
(mine, mill and plant employees): A 24-month renewal agreement effective from April 18, 1986 to April 17, 1988, covering 600 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 18/86	Apr. 18/87
	General Increases	38¢	38¢
	Job Class Increment	18¢ (17¢)	19¢
	Job Class 1 (includes Labourer)	\$12.59 (\$12.21)	\$12.97
	Job Class 14 (includes Electrician)	\$14.93 (\$14.42)	\$15.44

Cost of Living Allowance: 1¢ per 0.35 point increase in the Consumer Price Index - 1971=100, using the March 1986 index as the base. Triggers at 6%. Adjusted monthly. To be folded into rates at the end of the contract. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Long Term Disability - Effective May 1, 1987, maximum benefit is \$550 (\$500) per month, subject to statutory offsets, to a maximum of 75% of pre-disability earnings.

Dental Plan - Effective January 1, 1987, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective August 1, 1986, \$16 (\$13) per month per year of future service. Effective May 1, 1987, \$18.

Past Service Benefit - Effective July 19, 1986, increased by 8% for current and retired employees.

Pamour Inc., previously Pamour Porcupine Mines Limited, Pamour No.1, Schumacher and Ross Mines, and Surface Mining Operations at Timmins - Local 4440, United Steelworkers (AFL-CIO/CLC) (mine and plant employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 590 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/86	July 1/87
	General Increases	5%	4%
	Job Class 1 (includes Labourer)	\$9.29 (\$8.85)	\$9.66

	<u>July 1/86</u>	<u>July 1/87</u>
Job Class 21 (includes Electrician Specialist)	\$13.49 (\$12.85)	\$14.03
Shift Premium:	0-35¢-40¢ (0-30¢-35¢). Effective July 1, 1987, 0-40¢-45¢.	
Sunday Premium:	70¢ (60¢) per hour worked. Effective July 1, 1987, 80¢.	
Paid Vacation:	5 weeks after 24 (25) years of service. Effective July 1, 1987, 4 weeks after 14 (15) years and 6 weeks after 32 years (new).	
Bereavement Leave:	3 days' paid leave upon death of a step-parent (new).	
Paid Union Leave:	2 (1) days per week for union president or designee to attend union activities.	
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Benefit is \$11,500 (\$10,000). Effective July 1, 1987, \$13,000.	
	<u>Weekly Indemnity</u> - Maximum benefit is \$270 (\$231) with complete UIC "carve out" between 10-25 (4-19) weeks. Effective July 1, 1987, \$290.	
	<u>Long Term Disability</u> - Employer pays 60% (50%) of premium cost. Effective July 1, 1987, benefit is 75% (60%) of gross pre-disability income before offsets, to a maximum \$675 (\$650) per month.	
	<u>Dental Plan</u> - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.	
	<u>Continuation of Benefits</u> - Employer continues to pay health and welfare premium costs for employee on special union leave (new).	
Pension Plan:	<u>Basic Benefit</u> - \$10 per month per year of past service after January 1, 1971 for employees at Schumacher and Ross Mines for consistency with Pamour No.1 Mine employees, and \$1.50 per month per year of service prior to January 1, 1971 for all employees (new). Effective July 1, 1987, \$11 per month per year of service between 1971 and 1974 and \$2.50 prior to 1971.	

## COMMUNICATION

Ontario Educational Communications Authority at Toronto - Local 72, Broadcast Employees (CLC): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	<u>Effective</u>	<u>July 1/86</u>	<u>July 1/87</u>
Average Increases		4%	4%
Equity Adjustment		6.3% to Grade A maximum rate	



July 1/86

July 1/87

Annual Rates

Group A (includes Clerk-Typist) (35 hours per week)	\$16,286-\$19,314 (\$15,660-\$18,166)	\$16,913-\$20,358
Group 0 (includes Graphic Designer) (40 hours per week)	\$34,243-\$41,238 (\$32,938-\$39,672)	\$35,600-\$42,908

Maximum rate for Clerk-Typist is reached after two 6-month and one 12-month increases, and for Graphic Designer after 3 annual increases.

Paid Maternity Leave (new): 2 weeks at 95% of salary and 15 weeks at the difference between 95% of salary and UIC benefit.

Health and Welfare: OHIP - Employer pays 100% (50%) of premium costs.

Dental Plan - Maximum claim is \$1,000 (\$500) per year. Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

Vision Care (new) - Maximum claim is \$80 every 2 years.

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Mortgage Department at Toronto - Local 2104, CLC Directly Chartered (CLC) (full-time and part-time mortgage servicing employees): A 12-month first agreement effective from July 16, 1986 to July 15, 1987, covering 229 employees. Duration of negotiations - 5 months.

Wages: No increase in rates that were in effect before this first agreement.

July 16/86

Clerk 1 (includes File Clerk)	\$6.86-\$8.07
Clerk 8 (includes Senior Mortgage Officer)	\$12.41-\$15.51

Maximum rates are reached on merit.

Hours of Work: 7.5 hours per day, 37.5 per week.

Saturday/Sunday Premium: Eligible employee working both Saturday and Sunday receives time and one-half for all unscheduled hours worked on Saturday and double time on Sunday.

Overtime Pay:	Time and one-half for all hours in excess of 7.5 per day or 37.5 per week.
Paid Rest Periods:	One 15-minute break in each half of a full shift.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day are recognized for a total of 10 days.
Pay for Work on Paid Holidays:	Time and one-half for all hours worked or a day off in lieu.
Paid Vacation:	11 or 15 days after 1 year and 15 or 20 days after 3 years, depending on when vacation is taken, 4 weeks after 9 years, and 5 weeks after 24 years. 3 weeks after 6 years for part-time employees.
Bereavement Leave:	Eligible employee receives up to a maximum of 3 days' paid leave upon death of spouse, child, parents, parents-in-law, sister, brother or any relative permanently residing with employee.
Jury Duty and Crown Witness Leave:	Employee receives the difference between regular straight time pay and fees received for hours attending hearing.
Health and Welfare:	Employer supplies a full range of benefits on a shared premium basis, including Life Insurance, Dependents Life Insurance, Health Insurance, Long Term Disability, Short Term Disability and Dental Plan. No other details at this time.
Pension Plan:	Existing contributory and non-contributory pension plans and a survivor income benefit plan continue. No other details at this time.
Mileage Allowance:	21.5¢ per kilometre.
Meal Allowance:	\$7.50 after 9.5 consecutive hours worked.
Contracting Out Clause:	No contracting out of bargaining unit work without consent of the union if such contracting out would reduce the size of the bargaining unit.

#### EDUCATION AND RELATED SERVICES

Halton Board of Education at Burlington - Local 1011, Canadian Union of Public Employees (CLC) (full-time maintenance and custodial employees):  
A 12-month renewal agreement effective from July 1, 1986 to June 30, 1987, covering 222 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>July 1/86</u>
	General Increase	45¢
	Caretaker (Days)	\$10.76-\$11.01 (\$10.31-\$10.56)

July 1/86

Maintenance 1                      \$12.75  
   (\$12.30)

Maximum rate for Caretaker is reached after 12 months.

Paid Vacation:            5 weeks after 17 (19) years of service and 6 weeks after 25 (26) years.

Bereavement Leave:    3 (1) days' paid leave upon death of grandchild, sister/brother/daughter/son-in-law.

Compassionate Leave:    Up to 3 (2) days' paid leave per year.

Health and Welfare:        OHIP - Employer pays 90% (85%) of premium cost.

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Dental Plan - Employer pays 95% (85%) of premium costs. Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 596, Ontario

Public Service Employees (NUPGE) (CLC) (office, clerical, technical and food service employees\*): A 21-month renewal agreement effective from September 29, 1986\*\* to June 30, 1988, with wages retroactive to July 1, 1986, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

\* Agreement now covers contract term employees, except for certain provisions.

\*\* Previous agreement expired June 30, 1986.

Wages:	Effective	<u>July 1/86</u>	<u>Dec. 29/86</u>
	General Increases	3%	1.275%
	<u>Annual Rates</u>		
	Grade 1	\$12,521.97-\$15,586.20	\$12,681.62-\$15,784.92
	0-3 years	(\$12,157.25-\$15,132.23)	
	Grade 18	\$44,833.54-\$57,275.65	\$45,405.17-\$58,005.92
	0-5 years	(\$43,527.71-\$55,607.43)	
	Effective	<u>July 1/87</u>	<u>Dec. 26/87</u>
	General Increases	3%	1.275%
	Grade 1	\$13,062.07-\$16,258.47	\$13,228.61-\$16,465.76
	Grade 18	\$46,767.32-\$59,746.09	\$47,363.61-\$60,507.86

Shift Premium: 0-39¢-45¢ (0-26¢-32¢) when more than half of regular shift is worked between 4 p.m. and midnight, or midnight and 8 a.m.

Health and Welfare: Continuation of Benefits - Employer pays 100% of premium costs for contract term employees during their scheduled non-work periods (new).

## FEDERAL ADMINISTRATION

National Defence, Communications Security Establishment at Ottawa - Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category): A 25-month renewal agreement effective from April 3, 1986 to May 9, 1988, covering 325 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 3/86</u>	<u>May 8/87</u>
	Increases	3.4%-10%*	3.5%
	Additional Adjustments	1 step added to the grid for CS Level 2 to CS Level 5 inclusive	1 step added to the grid for CS Level 4, 2 steps added for CS Level 5
	<u>Annual Rates</u>		
	CS-Level 1 13 levels	\$20,103-\$33,838 (\$18,736-\$31,769)	\$20,807-\$35,022
	C0-Level 7 4 levels	\$53,005-\$58,428 (\$51,213-\$56,452)	\$54,860-\$60,473

\* Some equity adjustments to certain classifications.

Shift Premium: Effective June 2, 1986, 55¢ per hour when the majority of shift hours worked are between 6 p.m. and 6 a.m. (new provision in agreement).

Weekend Premium: Effective June 2, 1986, additional 55¢ per regularly scheduled hour (new provision in agreement).

The following changes are effective July 10, 1986.

Paid Vacation: 4 weeks after 9 (10) years of service.

Pay for Work on Paid Holidays: Time and one-half for all scheduled hours worked and double-time for all hours worked in excess of scheduled hours (previously, employer policy).

Paid Travel Time: Provision now includes time spent at stop-overs not exceeding 3 hours.

Standby Pay (new): \$7 for each 8 consecutive hours or portion thereof and \$14 for all standby hours on a day of rest or designated holiday.

Severance Pay: Maximum 30 (28) weeks' pay per lay-off.

Meal Allowance: \$5 after 3 hours of overtime and \$4 after 4 more hours (new provision in agreement).

National Research Council of Canada at Ottawa - Research Council Employees' Association (Ind.) (clerical and regulatory group): A 24-month renewal agreement effective from December 16, 1985 to December 13, 1987, covering 384 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 16/85</u>	<u>Dec. 16/86</u>
	General Increases	3.75%	3.25%
	<u>Annual Rates</u>		
	CR-Level 1 5 levels	\$13,801-\$15,462 (\$13,302-\$14,903)	\$14,250-\$15,965
	CR-Level 7 4 levels	\$31,127-\$34,085 (\$30,002-\$32,853)	\$32,139-\$35,193

Paid Vacation: Effective September 12, 1986, 2 (3) weeks during the first year of service, 4 weeks after 9 (10) years and 6 weeks after 30 years (new).

Meal Allowance: Effective September 12, 1986, \$5 (\$4.75) after 3 hours of overtime and \$4 (\$3.75) after 4 more hours.

Treasury Board of Canada - Professional Institute (Ind.) (engineering and land survey group): A 24-1/2 month renewal agreement effective from July 15, 1986 to July 31, 1988, covering 1,395 Ontario employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 15/86</u>	<u>July 15/87</u>
	General Increases	3.5%	3.5%
	<u>Annual Rates</u>		
	EN-ENG-1 on merit	\$24,845-\$29,805 (\$24,005-\$28,797)	\$25,715-\$30,848
	EN-ENG-6 6 levels	\$56,424-\$67,311 (\$54,516-\$65,035)	\$58,399-\$69,667
	EN-SUR-1 on merit	\$24,845-\$35,810 (\$24,005-\$34,599)	\$25,715-\$37,063
	EN-SUR-6 6 levels	\$54,319-\$65,407 (\$52,482-\$63,195)	\$56,220-\$67,696

Paid Holidays: Double-time on a paid holiday contiguous to a second day of rest for which employee worked at double time (new).



**Paid Vacation:** 4 weeks after 9 (10) years of service. Effective July 15, 1987, 4 weeks after 8 years.

**Meal Allowance:** \$5 (\$4.75) after 3 hours of overtime and \$4.50 (\$3.75) after 4 more hours.

**Severance Pay:** For purposes of severance pay, unused vacation leave credits may be used to complete the first year of continuous employment for laid-off employees, and to complete the tenth year for employees who resign (new).

First Lay-off after September 20, 1976 - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service, no maximum (previously, to a maximum of 28 weeks).

Second or Subsequent Lay-off - 1 week's pay per year of service, less any previous severance pay (previously, to a maximum of 27 weeks).

Treasury Board of Canada - Public Service Alliance (CLC) (primary products inspection group): A 15-month renewal agreement effective from July 16, 1986\* to October 26, 1987, with wages retroactive to October 27, 1984, covering 747 Ontario employees, settled at the bargaining stage. Duration of negotiations - 11 months.

\* Previous agreement expired October 26, 1984.

<b>Wages:</b>	Effective	<u>Oct. 27/84</u>	<u>Oct. 27/85</u>	<u>Oct. 27/86</u>
	General	\$1,043	3.5%	3.25%
	Increases			

Annual Rates

PI-1	\$20,014-\$24,644	\$20,714-\$25,507	\$21,387-\$26,336
6 levels	(\$18,971-\$23,601)		
PI-6	\$34,553-\$38,707	\$35,762-\$40,062	\$36,924-\$41,364
4 levels	(\$33,510-\$37,664)		

**Change of Schedule Premium:** \$14 for Inspectors employed in Veterinary Inspection Directorate if scheduled hours of work are changed after mid-point of the previous work day (new).

**Paid Vacation:** Effective April 1, 1986, 4 weeks after 9 (10) years of service and 5 weeks after 20 (22) years. Unused vacation leave credits during any vacation year in excess of 15 days may be paid in cash at the employee's daily rate of pay. (Previously, unused vacation leave was carried into the following year).

**Meal Allowance:** \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

**Job Security (new):** Subject to the willingness and capacity of individual employees to accept relocation and retraining, the employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

Technological Change: An improved technological change clause includes minimization of adverse effects resulting from such change, training provisions, and a longer notice period.

Treasury Board of Canada - Public Service Alliance (CLC) (purchasing and supply group): A 17-month renewal agreement effective from July 15, 1986\* to December 21, 1987, with wages retroactive to December 22, 1984, covering 557 Ontario employees, settled at the bargaining stage. Duration of negotiations - 19 months.

\* Previous agreement expired December 21, 1984.

Wages:	Effective	<u>Dec. 22/84</u>	<u>Dec. 22/85</u>	<u>Dec. 22/86</u>
	General	3.75%	3.5%	3.25%
	Increases			
	<u>Annual Rates</u>			
	PG-1	\$17,181-\$28,256	\$17,782-\$29,245	\$18,360-\$30,195
	11 levels	(\$16,560-\$27,235)		
	PG-6	\$49,762-\$55,461	\$51,504-\$57,402	\$53,178-\$59,268
	7 levels	(\$47,963-\$53,456)		

Paid Vacation: Effective April 1, 1986, 4 weeks after 9 (10) years of service. Unused vacation leave credits during any vacation year in excess of 35 days will be paid in cash at the employee's daily rate of pay (new).

Meal Allowance: \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Job Security and Technological Change: Same provisions as for primary products inspection group, reported above.

#### PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (institutional care services category): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 5,173 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
	General Increases	43¢ per hour	25¢ per hour
	<u>Weekly Rates</u>		
	Child Care Worker 1	\$417.22-\$438.86	\$427.22-\$448.86
	(40 hours per week)	(\$400.02-\$421.66)	

	<u>Jan. 1/86</u>	<u>July 1/86</u>
Child Care Worker 4 (36 1/4 hours per week)	\$515.28-\$590.34 (\$499.69-\$574.75)	\$524.34-\$599.40

	<u>Nov. 1/86</u>	<u>Jan. 1/87</u>
Effective		
General Increases	15¢ per hour	3.68%
Child Care Worker 1	\$433.22-\$454.86	\$449.16-\$471.60
Child Care Worker 4	\$529.78-\$604.84	\$549.28-\$627.10

	<u>Aug. 1/87</u>
General Increase	3%
Child Care Worker 1	\$462.63-\$485.75
Child Care Worker 4	\$565.76-\$645.91

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group\*): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 15,137 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

\* Previously, separate office services category and clerical services category.

Wages:	Effective	<u>Jan. 1/86</u>
	General Increase	45¢ per hour + .94%

Weekly Rates  
36 1/4 hours per week

Operator 2, Microfilm	\$333.38-\$366.15 (\$313.97-\$346.43)
Supreme Court Reporter 1	\$624.59-\$728.19 (\$602.46-\$705.10)

Maximum rates are reached in annual steps on merit.

LOCAL ADMINISTRATION

Waterloo Regional Board of Commissioners of Police at Kitchener - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 442 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
	Increases	3.3% for Constables, 3.7% for Staff Sergeant	2.5% for Constables, 2.8% for Staff Sergeant
	Constable 3rd Class	\$28,883 (\$27,974)	\$29,596
	Constable 1st Class	\$36,109 (\$34,972)	\$37,000
	Staff Sergeant	\$43,300 (\$41,756)	\$44,500
Paid Vacation:	5 weeks after 16 (17) years of service and 6 weeks after 23 (25) years.		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$100 (\$70) every 24 months.		
Clothing Allowance:	\$800 (\$775) per year.		

Windsor City Corporation - Ontario Fire Fighters (Ind.): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 274 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>
	General Increases	4%	1.5%
	<u>Annual Rates</u>		
	Fire Fighter 3rd Class	\$29,146.52 (\$28,025.40)	\$29,583.84
	Fire Fighter 1st Class	\$36,432.76 (\$35,031.62)	\$36,979.28
	Assistant Chief Training Officer	\$49,475.14-\$51,006.28 (\$47,572.20-\$49,044.58)	\$50,217.08-\$51,771.46
	Assistant Deputy Chief	\$50,991.20-\$52,568.10 (\$49,030.02-\$50,546.34)	\$51,756.12-\$53,356.68

Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases	4%	1%
Fire Fighter 3rd Class	\$30,767.10	\$31,074.68
Fire Fighter 1st Class	\$38,458.42	\$38,842.96
Assistant Chief Training Officer	\$52,225.94-\$53,842.36	\$52,748.28-\$54,380.82
Assistant Deputy Chief	\$53,826.24-\$55,491.02	\$54,364.44-\$56,045.86

Maximum rates are reached after 1 year.

**Paid Vacation:**

Effective January 1, 1987, 4 weeks after 10 (11) years of service, 5 weeks after 18 (20) years and 6 weeks after 27 (30) years. Employees leaving the service for reasons including normal retirement receive 25% of vacation credits for each quarter of the calendar year worked until they terminate. (Previously, employees received 50% of vacation credits in the first 6 months of the calendar year and full credits in the second 6 months.)

**CONSTRUCTION**

Oshawa Area Signatory Contractors at Oshawa - Local 597, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

<b>Package:</b>	Effective	<u>June 1/86</u>	<u>May 1/87</u>
	Increases		
	Labourers	89¢	93¢
	Teamsters	88¢	91¢
	Labourer	\$17.57 (\$16.68)	\$18.50
	Float Driver	\$17.98 (\$17.10)	\$18.89

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

**Welfare Fund:**

Labourers - Effective June 1, 1986, employer contributes \$1.06 (96¢) per hour worked. Effective May 1, 1987, \$1.16.



Teamsters - Effective June 1, 1986, employer contributes \$1.10 (\$1) per hour worked. Effective May 1, 1987, \$1.20.

Pension Fund: Teamsters - Effective June 1, 1986, employer contributes 40¢ (30¢) per hour worked. Effective May 1, 1987, 50¢.

Foreman Premium: Effective June 1, 1986, minimum 60¢ (50¢) above the highest rate in the crew.

Fire Allowance: Maximum \$175 (\$100) for loss of clothing due to fire on employer's premises.

Electrical Power Systems Construction Association, province-wide - Locals 700, 721, 736, 759, 765 and 786, Structural Iron Workers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 427 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Package:	Effective	<u>June 5/86</u>	<u>May 1/87</u>
	General Increases	\$1	75¢
	<u>Journeyman Ironworker</u>		
	<u>Local 759, Thunder Bay</u> (Atikokan Project, Miscellaneous Projects and Lines and Stations Construction)	\$23.23 ( \$22.23 )	\$23.98
	<u>Locals 700, 721, 736</u> <u>765, 786, Windsor,</u> <u>Hamilton, Toronto,</u> <u>Ottawa and Sudbury</u> (All other Projects, Miscellaneous Projects and Lines and Stations Construction)	\$23.82 ( \$22.82 )	\$24.57

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and other funds.

Shift Premium: Time and one-fifth per hour worked for employees working on the third shift (new).

Call-in Pay: Minimum 4 (2) hours' pay at double time when called in outside normal working hours.

Welfare Fund: Effective June 6, 1986, employer contributes for Windsor \$1.50 (\$1.45) per hour paid.

Pension Fund: Effective June 6, 1986, employer contributes for Windsor \$1.70 (\$1.50) per hour paid; Ottawa, \$1.25 (\$1.00); Sudbury, \$2.46 (\$2.13); and Thunder Bay, \$1.65 (\$1.50).

At Darlington and Pickering projects, \$20 (\$28) per day for eligible employees.

Subsistence Allowance: \$34 (\$32) per day worked or reported for employee living more than 97-kilometre radius from project, except R. L. Hearn, Lakeview and Lambton projects. Effective May 1, 1987, \$35.

At Darlington and Pickering projects, \$20 (\$28) per day for eligible employees.

Travel Allowance: \$8.50 (\$8) per day for employee living within 20-40 kilometre radius from project, \$10.50 (\$10) per day between 40-56 km radius, \$13.75 (\$13) per day between 56-80 km radius and \$16.75 (\$16) per day if greater than 80 km. 19¢ (12.5¢) per radius kilometre plus travel time of 1 hour's pay for each 80 radius kilometres travelled to a maximum of 8 hour's pay for Ontario residents living more than 161 radius kilometres from project, who are making the initial trip on recruitment.

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement), province-wide - International Operating Engineers (AFL-CIO/CFL):  
A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/86</u>	<u>May 1/87</u>
	Kent, Elgin, Middlesex, Huron, Perth, Bruce, Grey, Oxford, Brant, and part of Wellington Counties, and the Regional Municipalities of Waterloo and Haldimand - Norfolk.	75¢	55¢
	All other areas	\$1	\$1
	<u>London</u>		
	Intermediate Operator	\$18.95 (\$18.20)	\$19.50
	<u>Toronto</u>		
	Principal Operator	\$20.43 (\$19.43)	\$21.43

Package rates shown include wages, holiday and vacation pay, and employer contributions to welfare and pension funds.

Welfare Fund: Employer contributes 45¢ (40¢) per hour earned. Effective May 1, 1987, 50¢.

Pension Fund: Employer contributes \$1.05 (\$1) per hour earned. Effective May 1, 1987, \$1.10.

Cement Masons Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, Waterproofing Contractors Association of Ontario, Concrete Floor Contractors Association of Ontario, and Industrial Contractors Association of Canada - province-wide - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (cement masons) (industrial, commercial and institutional construction): A 21 1/2-month renewal agreement effective from July 14, 1986\* to April 30, 1988, covering 700 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>July 14/86</u>	<u>Nov. 1/86</u>	<u>May 1/87</u>
Increases				
Toronto, Hamilton		\$1	10¢	90¢
Ottawa		\$1		75¢
Windsor, London, Sarnia		50¢		50¢
All other areas		40¢		25¢
Toronto-Waterproofers		90¢	10¢	90¢
<u>Journeyman Cement Mason</u>				
Local 151, London		\$19.25 (\$18.75)	\$19.25	\$19.75
Local 598, Toronto		\$21.03 (\$20.03)	\$21.13	\$22.03
Effective		<u>Nov. 1/87</u>	<u>Feb. 1/88</u>	
Increases				
Toronto, Hamilton		17¢		
Ottawa		-		
Windsor, London, Sarnia		75¢		
All other areas		50¢		55¢
Toronto-Waterproofers		10¢		
<u>Journeyman Cement Mason</u>				
Local 151, London		\$20.50		\$20.50
Local 598, Toronto		\$22.20		\$22.20

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Industry Fund: Windsor - 15¢ (8¢) per hour earned.  
Waterproofing - 10¢ (8¢) per hour earned.

Interior Systems Contractors Association of Ontario, province-wide - Local 675, Carpenters (AFL-CIO) (residential construction): A 23-month renewal agreement effective from June 9, 1986\* to April 30, 1988, covering 900 employees, settled during a work stoppage. Duration of negotiations - 6 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 9/86</u>	<u>May 1/87</u>
	General Increases	\$1	75¢
	Journeyman	\$22.13	\$22.88
	Drywall-Acoustic	(\$21.13)	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and other funds.

Piece Work Rates: Increased by 10%. Effective May 1, 1987, 8%.

Metropolitan Demolition Contractors Inc., province-wide - Ontario Provincial District Council, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction): A 21-month renewal agreement effective from July 24, 1986\* to April 30, 1988, covering 400 employees, settled with mediation assistance during a work stoppage in the residential sector. Duration of negotiations - 5 months.

\* Previous residential agreement expired July 1, 1986.

Package:	Effective	<u>July 24/86</u>	<u>Nov. 1/86</u>
	Increases*		
	Local 506, Toronto	66¢	10¢
	Local 625, Essex County	20¢	
	All Other Locals	50¢	
	<u>Local 506, Toronto</u>		
	Labourer	\$13.02 (\$12.36)	\$13.12
	Truck Driver and Machine Operator	\$14.12 (\$13.46)	\$14.22

Effective	<u>May 1/87</u>	<u>Nov. 1/87</u>
Increases		
Local 506, Toronto	49¢	59¢
Local 625, Essex County	20¢	
All Other Locals	50¢	70¢
<u>Local 506, Toronto</u>		
Labourer	\$13.61	\$14.20
Truck Driver and Machine Operator	\$14.71	\$15.30

\* No increase in Windsor, Sarnia, and Sault Ste. Marie areas, where present ICI rates apply.

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Shift Premium:	\$1.50 (\$1.25) per hour.
Premium Pay:	80¢ per hour above the Labourer rate for qualified torchmen (new).
Welfare Fund (Local 506):	Effective May 1, 1987, employer contributes 50¢ (40¢) per hour earned.
Pension Fund (Local 506) (new):	Effective November 1, 1986, employer contributes 10¢ per hour earned. Effective November 1, 1987, 20¢.
Administration Fund:	Effective May 1, 1987, employer contributes 5¢ (3¢) per hour earned.

National Elevator and Escalator Association, Canada-wide - Locals 50, 90 and 96, Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 21 1/2-month renewal agreement effective from July 16, 1986\* to April 30, 1988, covering 1,000 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

\*Previous agreement expired April 30, 1986.

Package:	Effective	<u>July 16/86</u>	<u>May 1/87</u>
	General Increases	90¢	87¢
	<u>Elevator Mechanic</u>		
	Local 96, Ottawa	\$24.185 (\$23.285)	\$25.055



	<u>July 16/86</u>	<u>May 1/87</u>
Local 50, Toronto	\$24.485 (\$23.585)	\$25.355
Local 90, Hamilton	\$24.975 (\$24.075)	\$25.845

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Plasterers Employer Bargaining Agency for the Ontario General Contractors Association Labour Relations Bureau, and Walls and Ceilings Contractors Association, province-wide - Ontario Provincial Conference, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 21 1/2-month renewal agreement effective from July 14, 1986\* to April 30, 1988, covering 700 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

\* Previous agreement expired April 30, 1986.

Package:      Effective      July 14/86      Nov. 1/86      May 1/87

Increases

Toronto, Hamilton	\$1		75¢
Ottawa	65¢	10¢	85¢
Windsor, London, Sarnia	50¢		50¢
All other areas	40¢		25¢

Journeyman Plasterer

Local 598, Sudbury	\$19.42 (\$19.02)	\$19.42	\$19.67
Local 598, Toronto	\$21.29 (\$20.29)	\$21.29	\$22.04

Effective      Nov. 1/87      Feb. 1/88

Increases

Ottawa	40¢	
Windsor, London, Sarnia	75¢	
All other areas	50¢	55¢

	<u>Nov. 1/87</u>	<u>Feb. 1/88</u>
<u>Journeyman Plasterer</u>		
Local 598, Sudbury	\$20.17	\$20.72
Local 598, Toronto	\$22.04	\$22.04

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Toronto Masonry Contractors' Association Inc. - Local 1, Bricklayers, Ind. (CCU)  
(bricklayers and bricklayers' assistants): Two 24-month renewal agreements effective from June 1, 1986 to May 31, 1988, covering 2,200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 1/2 months.

Package:	Effective	<u>July 7/86</u>	<u>June 1/87</u>
	General Increases	\$1.42	\$1.43
	Journeyman Bricklayer	\$22.59 (\$21.17)	\$24.02
	Bricklayer's Assistant	\$19.01 (\$17.59)	\$20.44

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Pension Fund (new): Effective July 7, 1986, employer contributes 32¢ per hour worked. Effective June 1, 1987, 65¢.

#### Addenda

#### March 1986 Settlement

#### LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police at Oakville - Police Association  
(Ind.) (uniform and civilian employees): Two 24-month renewal agreements effective from January 1, 1986 to December 31, 1987, covering 420 employees, settled at the bargaining stage and ratified in March 1986. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>June 27/86</u>
	Increases:*		
	Uniform	4%	1%
	Civilian	5%	
	<u>Annual Rates</u>		
	Constable	\$23,281.44	\$23,514.25
	Fourth Class	(\$22,386.00)	

	<u>Jan. 1/86</u>	<u>June 27/86</u>
Constable First Class	\$36,418.00 (\$35,018.00)	\$36,783.00
Staff Sergeant	\$44,430.00 (\$41,574.00)	\$44,875.00

	<u>Jan. 1/87</u>	<u>June 26/87</u>
--	------------------	-------------------

Increases:

Uniform	4.6%	1%
Civilian	4%	1%

Constable Fourth Class	\$24,454.82	\$24,699.37
---------------------------	-------------	-------------

Constable First Class	\$38,462.32	\$38,846.94
--------------------------	-------------	-------------

Staff Sergeant	\$48,077.91	\$48,558.69
----------------	-------------	-------------

\* Wage schedule restructured for Sergeants and Staff Sergeants to a percentage of the First Class Constable wage rate as shown below (new):

	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>
Sergeant	110%	112.5%
Staff Sergeant	122%	125%

Lump Sum Payment: Effective July 1986, \$200 for First Class Constable.

Hours of Work: A compressed work schedule will be implemented consisting of two 12-hour day shifts followed by two 12-hour night shifts, or as agreed to by the union and the employer. Employees working a compressed work week receive one 45-minute paid lunch break in each half of the shift, for a total of 42 hours of work per week. The extra 2 hours are to be taken as time off, for a total of 26 hours off per quarter year.

Paid Vacation: 4 weeks after 10 (11) years of service, 6 weeks after 24 (25) years of service.

Health and Welfare: Dental Plan - Orthodontic coverage is added with 50%-50% co-insurance to a lifetime maximum of \$1,500 per employee and each dependent (new).

Vision Care (new): Effective January 1, 1987, maximum claim is \$150 every 24 months for employees only.

Continuation of Benefits (new) - Effective on signing of this agreement, future retirees under the OMERS early retirement benefit receive OHIP and extended health care benefits 100% employer paid to age 65. Employees who retire with 30 years of service receive the same benefit coverage on a 50%-50% cost sharing basis to age 60, thereafter the employer pays 100% of premium costs to age 65.

Plain Clothes Allowance: \$705 (\$650) per year.

# May 1986 Settlements

## CONSTRUCTION

Metropolitan Toronto Road Builders' Association at OLRB Area 8 - Local 183, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 700 employees, settled at the post conciliation bargaining stage and ratified in May 1986. Duration of negotiations - 4 months.

Package:	Effective	<u>May 12/86</u>	<u>May 1/87</u>
	Increases		
	Labourers	83¢	98¢
	Teamsters	82¢	99¢
	<u>Labourers</u>		
	Labourer	\$17.89 (\$17.06)	\$18.87
	Pipe Layer	\$18.39 (\$17.56)	\$19.37
	<u>Teamsters</u>		
	Truck Driver	\$17.95 (\$17.13)	\$18.94
	Float Driver	\$18.28 (\$17.46)	\$19.27

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes \$1.10 (\$1) per hour worked. Effective May 1, 1987, \$1.20.

Pension Fund: Labourers - Effective May 1, 1987, employer contributes 60¢ (50¢) per hour worked.

Teamsters - Employer contributes 40¢ (30¢) per hour worked. Effective May 1, 1987, 55¢.

Training Fund (Labourers): Employer contributes 6¢ (5¢) per hour worked. Effective May 1, 1987, 7¢.

Industry Fund (Labourers): Effective May 1, 1987, employer contributes 4¢ (3¢) per hour worked.

Heavy Construction Association of Toronto, Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations - Local 183, Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 200 employees, settled at the conciliation officer stage and ratified in May 1986. Duration of negotiations - 3 months.

Package:	Effective	<u>May 19/86</u>	<u>May 4/87</u>
	General Increases	93¢	93¢
	General Labourer - Field Precast Manufacturing Operations	\$18.38 (\$17.45)	\$19.31
	Slush Driver - Tunnel Work	\$21.39 (\$19.99)	\$22.32
	Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.		
Welfare Fund:	Effective May 19, 1986, employer contributes \$1.10 (\$1) per hour worked. Effective May 4, 1987, \$1.20.		
Pension Fund:	Effective May 4, 1987, employer contributes 70¢ (60¢) per hour worked.		
Training and Rehabilitation Fund:	Effective May 19, 1986, employer contributes 6¢ (5¢) per hour worked. Effective May 4, 1987, 7¢.		
Fire/Theft Allowance:	\$175 for tools and clothing lost due to fire or theft if stored in locked up facilities (\$150 for clothing lost due to fire on employer's premises).		
Travel Allowance:	\$9 (\$8) per day if using own transportation travelling outside Metro Toronto but within a 50-kilometre radius of Newmarket.		

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 183, Labourers (AFL-CIO) and Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 300 employees, settled at the post conciliation bargaining stage and ratified in May 1986. Duration of negotiations - 5 months.

Package:	Effective	<u>May 12/86</u>	<u>May 1/87</u>
	Increases		
	Labourers	94¢	88¢
	Teamsters	93¢	87¢
	Additional Adjustments	some reclassifications and classifications adjustments	



	<u>May 12/86</u>	<u>May 1/87</u>
<u>Labourers</u>		
Labourer (open cut)	\$18.37 (\$17.43)	\$19.25
Miner (tunnel work)	\$20.57 (\$19.53)	\$21.45
<u>Teamsters</u>		
Dump Truck Driver (open cut)	\$18.17 (\$17.24)	\$19.04
Fuel Truck Driver (tunnel work)	\$18.85 (\$17.92)	\$19.72
Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and other funds.		
Welfare Fund:	Effective May 12, 1986, employer contributes \$1.10 (\$1) per hour worked. Effective May 1, 1987, \$1.20.	
Training Fund (Labourers):	Effective May 12, 1986, employer contributes 21¢ (20¢) per hour worked. Effective May 1, 1987, 22¢.	
Shift Premium (Teamsters) (tunnel work):	0-\$1.65-\$1.65 (0-\$1.55-\$1.55). Effective May 1, 1987, 0-\$1.75-\$1.75.	
Reporting Pay:	Minimum 2 (1) hours' pay if no work available due to inclement weather.	
Fire/Theft Allowance:	\$175.00 for tools and clothing lost due to fire or theft if stored in locked up facilities (\$100 for clothing lost due to fire on employer's premises).	
Travel Allowance:	\$9 (\$8) per day if using own transportation travelling outside Metro Toronto but within a 50-kilometre radius of Newmarket.	

#### June 1986 Settlements

#### FURNITURE AND FIXTURES

<u>Canadian Woodwork Manufacturers Association at Toronto and vicinity - Local 2679,</u>			
<u>Carpenters (AFL-CIO):</u> A 24-month renewal agreement effective from April 17, 1986 to April 16, 1988, covering 280 employees, settled with mediation assistance during a work stoppage and ratified in June 1986. Duration of negotiations - 3 months.			
Wages:	Effective	<u>Apr. 17/86</u>	<u>Apr. 17/87</u>
	Increases	10¢-25¢	10¢-25¢
	General Factory Labourer	\$8.30 (\$8.20)	\$8.40

	<u>Apr. 17/86</u>	<u>Apr. 17/87</u>
Labourer	\$11.55 (\$11.45)	\$11.65
Cabinet Maker 1st Class	\$13.46 (\$13.21)	\$13.71

Previous rates reflect 60¢ COLA folded into wages during the term of the previous agreement.

Cost of Living Allowance:	1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1986 index as the base. Adjusted and folded into wages quarterly. (Basic formula is unchanged.)
Health and Welfare:	Employer Contribution - 90¢ (80¢) per hour earned to the Carpenters Union (Industrial Division) Benefit Trust Fund. Effective October 17, 1986, 95¢. Effective April 17, 1987, \$1.
Pension Plan:	Employer Contribution - 25¢ (15¢) per hour worked to the Carpenters Industrial Pension Trust Fund.
Apprenticeship Fund:	Employer Contribution - 3¢ (1¢) per hour worked.
Mileage Allowance:	20¢ (18¢) per kilometre when required to use own car to and from work.
Living Expense Allowance:	\$35 (\$25) per day for employee working outside of Metropolitan Toronto area.

# TRANSPORTATION EQUIPMENT

Hayes-Dana Inc., Forge Division at St. Catharines, and Drive Train and Chassis Products Divisions at Thorold - Local 676, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1986 to May 31, 1989, covering 1,001 employees, settled at the post conciliation bargaining stage and ratified in June 1986. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>June 1/86</u>	<u>May 31/87</u>	<u>May 29/88</u>
General Increases		25¢*	25¢	25¢
COLA Travel		11¢**		
COLA Fold-in			29¢ plus COLA accumulated from September 1, 1986 to May 30, 1987	
Skilled Trades Adjustments		62¢-\$1.33	15¢	

	<u>June 1/86</u>	<u>May 31/87</u>	<u>May 29/88</u>
Labourer	\$13.22 (\$13.22)	\$13.76	\$14.01
Die Sinker	\$17.68 (\$15.99)	\$18.37	\$18.62

\* Incorporated into wage rates for skilled trades; paid for all hours worked but not incorporated into wage rates for all other classifications.

\*\* Added to COLA float, but not incorporated into wage rates, except for skilled trades.

Previous rates reflect \$1.20 COLA folded in on June 1, 1985.

Cost of Living Allowance:

29¢ of the 34¢ COLA generated under the previous agreement to be folded into wages on May 31, 1987, and the minimum float of 5¢ continues, as previously.

1¢ per 0.125 point change based on the 3-month average change in the Consumer Price Index - 1981=100, using the average index for February, March and April 1986 as the base. Adjusted quarterly. 1¢ from each of the first 9 adjustments and 2¢ from the next 2 adjustments to be diverted, for a total of 13¢ over the contract term. (Basic formula is unchanged.) Effective with the September 1988 adjustment, 1¢ per 0.1 point change in the CPI.

Shift Premium:

0-45¢-50¢ (0-30¢-35¢). Effective May 31, 1987, 0-50¢-55¢. Effective May 29, 1988, 0-55¢-60¢.

Paid Absence Allowance (new):

20 to 60 hours, depending on length of service, in minimum 4-hour segments, for personal time or vacation.

Bereavement Leave:

Half-brother, half-sister and step-parents of current spouse are included.

Health and Welfare:

Life Insurance - Benefit is \$27,000 (\$25,000). Effective June 1, 1987, \$28,000. Effective June 1, 1988, \$29,000.

A. D. & D. - Benefit is \$13,500 (\$12,500). Effective June 1, 1987, \$14,000. Effective June 1, 1988, \$14,500.

Weekly Indemnity - Benefit is \$330 (\$297). Effective June 1, 1987, \$340. Effective June 1, 1988, \$350.

Extended Disability Benefit - \$1,160 (\$900) per month. Effective June 1, 1987, \$1,200.

Transition Survivor Income Benefit - Maximum \$375 (\$325) per month for surviving spouse with dependent child or for dependent child without parents, and \$350 (\$300) for surviving spouse or surviving child.

Bridging Survivor Income Benefit - Maximum \$350 (\$300) per month for surviving spouse.

Major Medical - \$9 (\$6) per chiropractic visit to a maximum \$150 (\$100) per year. Additional types of prosthetics and durable medical equipment added.

Dental Plan - Reimbursement for certain procedures increases to 100% (90%). Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payment for certain routine procedures once every 9 (6) months.

Pension Plan:

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date as shown:

For retirements effective:

Sept. 1, 1986-May 1, 1987	\$19.45 (\$18.45)
June 1, 1987-May 1, 1988	\$20.55
June 1, 1988 and thereafter	\$21.70

Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Sept. 1, 1986-May 1, 1986	Jan. 1, 1987, 55¢ June 1, 1987, 45¢
June 1, 1987-May 1, 1988	Jan. 1, 1988, 60¢ June 1, 1988, 45¢
June 1, 1988 and thereafter	Jan. 1, 1989, 60¢

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective:

Sept. 1, 1986-May 1, 1987	\$1,020 (\$935)
June 1, 1987-May 1, 1988	\$1,085
June 1, 1988 and thereafter	\$1,165

Recipients of these benefits and subsequent "30-and-out" retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Sept. 1, 1986-May 1, 1987	Jan. 1, 1987, \$30 June 1, 1987, \$30 Jan. 1, 1988, \$30 June 1, 1988, \$30 Jan. 1, 1989, \$45
June 1, 1987-May 1, 1988	Jan. 1, 1988, \$30 June 1, 1988, \$40
June 1, 1988 and thereafter	Jan. 1, 1989, \$40

Supplementary Monthly Benefits Per Year of Service/Normal Retirement - For retirements effective June 1, 1986, \$16 (\$15) to a maximum of 30 (25) years. For retirements effective June 1, 1987, \$17. For retirements effective June 1, 1988, \$18.

Current Retirees

Basic Monthly Benefits Per Year of Service - Increased by \$1.

Supplementary Monthly Benefits Per Year of Service/Normal Retirement - Increased by \$1.

Early Retirement "30-and-out" Special Allowance - Increased by \$30 per month.

General Terms

Earnings Limitation:	Effective in 1986, earnings limit for "30-and-out" retirees receiving Special Allowances is \$7,750 (\$7,500). Effective in 1987, \$8,000. Effective in 1988, \$8,250.
Special Pension Payments:	Lump sum payment of \$300 for employees who retired prior to June 1, 1986. Surviving spouse receives \$180. Two further lump sum payments payable in December 1987 and 1988 of a maximum \$200 each for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service, with a minimum of \$67. Surviving spouse receives 60% of the payment. (Previously, lump sum payment of \$150 for all retirees and \$90 for surviving spouses.)
Moving Allowance:	\$665-\$1,220 (\$500-\$845) depending on distance, for single employee moving between plant locations, and \$1,470-\$2,310 (\$1,125-\$1,760) for married employee.

EDUCATION AND RELATED SERVICES

Essex County Roman Catholic Separate School Board at Essex - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 500 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/86
	General Increase	7.1%
	Teacher-Level 1 0-6 years	\$17,504-\$25,237 (\$16,344-\$23,564)
	Teacher-Level 4 0-10 years	\$22,979-\$36,935 (\$21,456-\$34,486)
	Teacher-Level 7 0-12 years	\$28,558-\$46,595 (\$26,665-\$43,506)
	Principal 0-2 years	\$51,820-\$53,391 (\$48,385-\$49,852)



Northumberland and Newcastle Board of Education at Cobourg - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 472 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.15% rounded to the nearest \$10
	Teacher-Category I 0-11 years	\$24,050-\$38,190 (\$23,090-\$36,670)
	Teacher-Category IV 0-12 years	\$27,700-\$48,120 (\$26,600-\$46,200)
	Vice-Principal 0-2 years	\$53,930-\$56,310 (\$51,780-\$54,070)
	Principal 0-2 years	\$61,530-\$64,500 (\$59,080-\$61,930)

Responsibility Allowance: Consultant - \$3,775 (\$3,700).

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.):\*: A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 480 employees, settled at the post mediation bargaining stage and ratified in June 1986. Duration of negotiations - 18 months.

\* Previously bargained with the Association des Enseignants Franco-Ontariens (Ind.).

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	4.5%	4.25%
	Teacher-Level 1 0-6 years	\$16,664-\$22,829 (\$15,946-\$21,846)	\$17,372-\$23,799
	Teacher-Level 4 0-11 years	\$21,738-\$37,483 (\$20,802-\$35,869)	\$22,662-\$39,076
	Teacher-Level 7 0-11 years	\$26,361-\$46,632 (\$25,226-\$44,624)	\$27,481-\$48,613

Responsibility Allowances: Increased in accordance with the general salary increases.  
Department Head (new) - \$1,500. Effective September 1, 1986,  
Major Department Head (new) - \$2,000 and Minor Department Head (new) - \$1,000.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.

# AMUSEMENT AND RECREATION SERVICES

Canadian Independent Commercial Producers Association at Toronto - Local 873, Theatrical Stage Employees (I.A.T.S.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from February 22, 1985 to February 21, 1988, covering 600 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 22/86</u>
	General Increase	4.3%
	Craft Service	\$15.00 (\$14.36)
	Sound Mixer	\$26.70 (\$25.55)

## CONSTRUCTION

Metropolitan Toronto Sewer and Watermain Contractors Association at OLRB Area 8 - Local 793, International Operating Engineers (AFL-CIO/CFL): A 22-month renewal agreement effective from June 27, 1986\* to April 30, 1988, covering 200 employees, settled with mediation assistance during a work stoppage and ratified in June 1986. Duration of negotiations - 5 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	<u>June 30/86</u>	<u>May 1/87</u>
	Increases	88¢-\$1.76	72¢-93¢
	Additional Adjustment	Some classification adjustments	
	<u>Open Cut Work</u>		
	Serviceman on Self-Propelled Roller	\$19.83 (\$18.95)	\$20.55
	Crane Operator	\$21.54 (\$20.16)	\$22.47

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare and pension funds.

Hours of Work: Open Cut Work - 48 (50) hours per week.

Welfare Fund: Employer contributes 60¢ (55¢) per hour worked. Effective May 1, 1987, 65¢.

Pension Fund: Employer contributes \$1.05 (\$1) per hour worked. Effective May 1, 1987, \$1.10.

Travel Allowance: \$10 (\$8) per day if using own transportation travelling outside Metro Toronto but within a 50-kilometre radius of Newmarket.

Ottawa Construction Association at OLRB Area 15 - Local 527, Labourers (AFL-CIO)  
(non-ICI agreement): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 600 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 5 months.

Package:	Effective	<u>June 23/86</u>	<u>May 1/87</u>
	General Increases	\$1	70¢
	<u>Zone 1</u>		
	General Labourer	\$18.44 (\$17.44)	\$19.14
	Airtrac Driller	\$18.88 (\$17.88)	\$19.58

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension, and other funds.



CA20N  
L  
-C53

Publications

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
AUGUST 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	303
August 1986 Settlements	
Rubber and Plastics Products .....	305
Furniture and Fixture .....	307
Primary Metal .....	307
Metal Fabricating .....	308
Transportation Equipment .....	309
Miscellaneous Manufacturing .....	310
Communication .....	311
Wholesale Trade .....	312
Education and Related Services .....	312
Amusement and Recreation Services .....	313
Services to Business Management .....	315
Federal Administration .....	315
Local Administration .....	317
Construction .....	317
Addenda	
June 1986 Settlements .....	320
July 1986 Settlements .....	323
Erratum .....	325





## Highlights

### Tire Manufacturing

General Tire Canada Ltd and the United Rubber Workers settled in late August for 600 employees at the company's plant in Barrie. The new agreement will run for 3 years to June 30, 1989.

Wage terms included an increase of 15 cents an hour in the first year and 8 cents in the second and third years, and some job class and equity adjustments in the first year. The cost-of-living provision was continued to provide semi-annual pay adjustments calculated at 1 cent an hour for each 0.26 point rise in the Consumer Price Index 1971=100. Sixty-five percent of the adjustments generated will be folded into wage rates and the remaining 35 percent will be retained in the profit-sharing plan.

The profit-sharing plan pays qualified employees annual lump-sum bonuses equal to 25-100 percent of retained cost-of-living funds, based on a return on company assets of 9-13 percent. Additional payments are made for return on assets in excess of 13 percent, calculated as a percentage of the amount in excess.

Other terms included:

- An increase of 5 cents to raise the second shift premium to 25 cents an hour and the third shift premium to 40 cents.
- An increase in the vacation pay from \$225 to \$297 a week for eligible employees unable to work due to sickness or injury.
- Increased benefits for life and accidental death and dismemberment insurance, weekly sickness and accident indemnity, vision care, hearing aid, physiotherapy treatment, and survivor bridging income.
- Increases of \$2.00 to \$2.50 in the pension rates, to a range of \$17 to \$20.50 a month for each year of service; an increase of \$1.50 in the supplementary pension rate, to \$12.50 a month each year of service; and a new early retirement option providing unreduced pensions for employees with 30 years of service.
- An increase of 2 cents in the employer's contribution to the supplemental unemployment fund, to a range of 7 to 17 cents for each compensation hour tied to the level of the fund.

### Fabricated Metals

A. G. Simpson Co settled with the Simpson Plant Council one month prior to the July 27 expiry date of the existing agreement. The 38-month agreement, scheduled to run to July 28, 1989, covers 1,300 hourly-paid employees at the company's existing manufacturing facilities in Oshawa, Scarborough and Windsor and at its new steel blanks plant in Oakville.

The employees received a general increase of 50 cents an hour on June 25, 1986, and 35 cents on July 28, 1987 and 1988. Some tradesmen and

skilled classifications received an extra 25 cents an hour on June 25, 1986. A 78-cent cost-of-living allowance paid under the previous agreement was folded into wage rates, and the cost-of-living provision was continued to provide seven quarterly pay adjustments calculated at 1 cent an hour for each 0.17 point increase in the Consumer Price Index (1981=100). Previously, adjustments were calculated at 1 cent for each 0.4 point increase in the 1971=100 Index.

In addition, uniform starting rates for new hires were established at all plants. The new rates were set at \$1.20 an hour less than the job rate for the first 45 days worked, \$1.00 less for a calendar year of accumulated seniority, and 50 cents less for the second year.

Other changes included:

- A 5-cent increase of 40 cents an hour in the third shift premium.
- An additional 3 days' paid bereavement leave when attending a funeral outside of Ontario.
- A \$2,000 increase in life insurance benefit, \$20,000.
- A \$100 increase in the maximum contribution to the pension plan for employees with 15 or more years of service, to \$1,100.
- A new contracting out provision, giving preference to laid-off employees in the bargaining unit in performing skilled trades work, provided time, manpower, skills equipment and facilities are available.

## **Racetracks**

The Service Employees International Union settled with the Ontario Jockey Club for 540 mutual employees in the Club's Thoroughbred and Standardbred Race Operations. The new agreements will run for 3 years to December 31, 1988.

Under the Thoroughbred agreement, seniority employees received increases of \$3-\$5 in daily rates, on August 16, 1986, and \$2-\$3 on January 1, 1987 and 1988. The daily rates for non-seniority employees were increased by \$1.00 on the same dates. In addition, employees in both groups received lump-sum payments of \$1 to \$5, depending on classification, for each day worked from March 25 to August 16, 1986.

The Standardbred agreement provided increases of \$2-\$3 in daily rates for seniority employees and \$1.00 for non-seniority employees in each year, with the first payments made on January 1, 1986.

Under both agreements, seniority employees gained improvements in the health insurance and dental plans. On January 1, 1987 and 1988, the employer will pay any increase in O.H.I.P. premium costs to a maximum of 4 percent over the previous year's rates, with the 1988 contributions limited to the greater of 4 percent over the 1987 rates or 8 percent over the 1986 rates. The dental fee schedule was updated to the current year's rates, and the employer will pay all cost increases in 1987 and 1988, subject to the same limits as for O.H.I.P.

Index to Settlements Reported, August 1986

Employer and Location	Union	Page
L. G. Simpson Co. Ltd., Oakville, Oshawa, Scarborough and Windsor	Simpson Plant Council (Ind.)	308
Bell Canada, Ontario and Quebec	Cdn. Telephone Empls. (Ind.) (communications sales empls.)	311
J. & C Yachts Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO)	310
Canadian Advertising Institute and Canadian Advertisers Assn., National Commercial Agreement	Cdn. TV and Radio Artists (CLC) (freelance empls.)	315
Cooper Canada Ltd., Toronto	Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	310
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Scarborough and Toronto	Energy and Chemical Workers (CLC) (office, plant and warehouse empls.)	312
Eldorado Resources Ltd., Port Hope	United Steelworkers (AFL-CIO/CLC)	307
Frontenac County Board of Education, Kingston	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	312
General Tire Canada Ltd., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	305
ITT Industries of Canada Ltd., Aimco Div., Mississauga and Toronto	United Steelworkers (AFL-CIO/CLC)	309
Kitchener City Corp.	CUPE (CLC) (outside empls.)	317
Nipissing District Roman Catholic Separate School Board, North Bay	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	320
Ontario Jockey Club, Mutuel Dept., Standardbred Race Operations, province-wide	Service Employees Intl. (AFL-CIO/CLC)	314
Ontario Jockey Club, Mutuel Dept., Thoroughbred Race Operations, province-wide	Service Employees Intl. (AFL-CIO/CLC)	313
Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work, province-wide	Intl. Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	317

Index to Settlements Reported, August 1986

Employer and Location	Union	Page
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec	Labourers (AFL-CIO)	318
Rodmen Employer Bargaining Agency for the Industrial Contractors Assn. of Canada, Ontario General Contractors Assn. Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide	Ontario Council, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction)	319
Sklar-Peppler Inc., Peppler Div., Hanover	Woodworkers (AFL-CIO/CLC)	307
T. Eaton Co. Ltd., Brampton, London, St. Catharines and Toronto	Retail Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	323
Toronto and Vicinity Ready Mix Companies	Teamsters (Ind.)	320
Treasury Board of Canada	Professional Institute (Ind.)	322
Treasury Board of Canada	Public Service Alliance (CLC) (data processing group)	315
Treasury Board of Canada	Public Service Alliance (CLC) (general services group, supervisory and non-supervisory empls.)	324
Treasury Board of Canada	Public Service Alliance (CLC) (secretarial, stenographic and typing group)	316
Wentworth County Board of Education, Ancaster	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	321
Wentworth County Board of Education, Ancaster	Ont. Secondary School Teachers' Fed. (Ind.)	324

# RUBBER AND PLASTICS PRODUCTS

General Tire Canada Limited, Tire Division at Barrie - Local 536, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1986 to June 30, 1989, covering 584 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/86</u>	<u>Aug. 24/86</u>
	Average Increase	15¢	
	Additional Adjustments		Some job class and equity adjustments
	Utilityman	\$9.248-\$11.673 (\$9.136-\$11.531)	\$9.248-\$11.673
	Stationery Engineer 2nd Class	\$13.578 (\$13.413)	\$13.578
	Effective	<u>July 1/87</u>	<u>July 1/88</u>
	Average Increases	8¢	8¢
	Utilityman	\$9.328-\$11.753	\$9.408-\$11.833
	Stationery Engineer 2nd Class	\$13.658	\$13.738

Previous rates reflect COLA folded in during the previous agreement.

Employees in Red Circled Controlled Designation positions receive 75% (50%) of any future increases until new rates equal or exceed existing rates.

Maximum rate for Utilityman is reached when experienced on 8 jobs.

Cost of Living Allowance: 1¢ per 0.26 point increase in the Consumer Price Index - 1971= 100, using the average index for December 1985 to May 1986 as the base. 6 semi-annual adjustments, calculated as a percentage of the plant Average Hourly Earnings with 65% of generated payments folded into rates. The remaining 35% of COLA generated is retained by the employer in the profit sharing plan. (Basic formula is unchanged.)

Profit-Sharing Plan: For the years 1986, 1987 and 1988, employees may receive lump sum wage bonuses on February 1987, February 1988 and February 1989 respectively, according to the following formula: If the annual return on assets is 9% or more, then the bonus is equal to 25% of any COLA funds retained by the employer; 11% or more, 50%; 12% or more, 75%; and 13%, 100%. If the return on assets is more than 13%, employees will be entitled to an additional lump sum wage bonus calculated as a percentage of the amount in excess of 13% (unchanged).



Shift Premium: 0-25¢-40¢ (0-20¢-35¢).

Vacation Pay: Minimum \$297 (\$225) per week for eligible employees who were unable to work during part of the preceding year due to sickness or injury.

Paid Union Leave: Effective August 24, 1986, up to 40 hours per week at the job classification net average hourly earnings or the rate of Stationery Engineer 2nd Class, whichever is greater, for the full-time president to attend to union business. (Previously, up to 40 hours per week at the job classification net average hourly earnings or the plant net average hourly earnings, whichever was greater.)

Health and Welfare: The following changes are effective August 24, 1986, unless otherwise stated.

Life Insurance and A. D. & D. - Benefit is \$20,000 (\$16,000).

Weekly Indemnity - Maximum benefit is \$297 (\$231).

Vision Care - Maximum claim is \$120 per person (\$80) every 2 years.

Hearing Aid - Maximum claim is \$500 (\$300) every 5 years.

Physiotherapy - Benefit is \$12 (\$7) per treatment for up to 15 (12) treatments per year by physiotherapists (masseurs).

Survivor Transition and Bridging Benefits - Maximum \$400 (\$300) per month, less any applicable statutory offsets for 24 months.

Continuation of Benefits (new) - In the event of termination of this agreement by strike or lockout, the above benefits will be provided for 90 days.

Pension Plan: Basic Benefit - \$17 (\$15) per month per year of service for the first 15 years, \$19 (\$16.50) for the next 15 years of service, and \$20.50 (\$17) for all subsequent years.

Supplemental Benefit - Type A, \$12.50 (\$11) per month per year of service to a maximum of 30 years.

Early Retirement Benefit - Employee with 30 years of service is eligible for an unreduced pension (new).

Supplemental Unemployment Benefit Plan: Employer Contribution - 7¢-17¢ (5¢-15¢) depending on level of fund.

Safety Shoe Allowance: 35% (30%) of the cost per pair.

URNITURE AND FIXTURE

Klar-Peppler Inc., Peppler Division at Hanover - Local 2-500, Woodworkers  
(AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 217 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/86</u>	<u>Jan. 1/87</u>
	General Increases	25¢	15¢
	Grade 1 (includes Lumber Handler)	\$7.30-\$8.56 (\$7.05-\$8.31)	\$7.45-\$8.71
	Grade 5 (includes Maintenance #5)	\$8.85-\$9.27 (\$8.60-\$9.02)	\$9.00-\$9.42
	Effective	<u>July 1/87</u>	<u>Jan. 1/88</u>
	General Increases	25¢	15¢
	Grade 1	\$7.70-\$8.96	\$7.85-\$9.11
	Grade 5	\$9.25-\$9.67	\$9.40-\$9.82

Maximum rates are reached after 18 months.

Vacation Pay: Effective May 31, 1987, 5% (4%) after 5 years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$9,000 (\$7,500).  
Effective July 1, 1987, \$10,000.

Weekly Indemnity - Benefit is \$130 (\$120). Effective July 1, 1987, \$140.

Safety Shoe Allowance: \$15 (\$10) per year. Effective July 1, 1987, \$20.

PRIMARY METAL

Eldorado Resources Limited at Port Hope - Local 13173, United Steelworkers  
(AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 260 employees, settled during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 1/86</u>	<u>Aug. 15/86</u>	<u>July 1/87</u>
	COLA Fold-in	41¢		
	General Increases	15¢		10¢
	Job Class Increment	17.5¢ (17¢)		18¢
	Skilled Trades Adjustments		Restructuring of some skilled trades classifications	

	<u>July 1/86</u>	<u>Aug. 15/86</u>	<u>July 1/87</u>
Job Class 4 (Laundry Operator)	\$11.505 (\$10.945)	\$11.505	\$11.605
Job Class 22 (Instrument Technician)	\$14.670 (\$14.005)	\$14.670	\$14.875
Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the May 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is payable on the first day for out-patient treatment (new).  <u>Dental Plan</u> - Coverage is extended to include relining, repair, rebasing, initial dentures, addition to existing dentures and replacing dentures with 75%-25% co-insurance, once every 5 years to a maximum of \$1,000 annually (new).		

#### METAL FABRICATING

A. G. Simpson Company Limited at Oakville, Oshawa, Scarborough and Windsor - Simpson Plant Council (Ind.): A 37-month renewal agreement effective from June 25, 1986\* to July 28, 1989, covering 1,300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

\* Previous agreement scheduled to expire July 27, 1986 was terminated early by the OLRB.

Wages:	Effective	<u>June 25/86</u>	<u>July 28/87</u>	<u>July 28/88</u>
COLA Fold-in		78¢		
General Increases		50¢	35¢	35¢
Additional Adjustments	Some classi- fication adjustments			
Production Worker Light "B"		\$11.65 (\$10.37)	\$12.00	\$12.35
Tool and Die Maker		\$15.45 (\$14.17)	\$15.80	\$16.15

Start Rate - \$1.20 (50¢ at Scarborough and Windsor and 75¢ at Oshawa plant) per hour less than job rate for first 45 days worked, \$1 (30¢) less for one calendar year of accumulated seniority and 50¢ less for the second calendar year (new).

Cost of Living Allowance:	1¢ per 0.17 point increase in the Consumer Price Index - 1981=100, using the December 1986 index as the base. Seven quarterly adjustments during the contract term. (Previously, 11 quarterly adjustments over 3 years of 1¢ per 0.4 point increase in the CPI - 1971=100.)
------------------------------	---

Shift Premium: 0-30¢-40¢ (0-30¢-35¢).

Bereavement Leave: 3 additional days' paid leave in accordance with the existing provision, when attending funeral outside of Ontario.

Health and Welfare: Life Insurance - Effective July 28, 1987, benefit is \$20,000 (\$18,000).  
Weekly Indemnity - Effective August 18, 1986, benefit is payable on a 1-1-4-35 (1-4-35) basis.

Pension Plan: Maximum accumulation is \$1,100 (\$1,000) for employees with 15 or more years of seniority.

Contracting Out Clause (new): Laid-off bargaining unit employees to be given priority in performing skilled trades work, provided time, manpower, skills, equipment and facilities are available.

#### TRANSPORTATION EQUIPMENT

ITT Industries of Canada Limited, Aimco Division, at Mississauga and Toronto - Local - Local 7574, United Steelworkers (AFL-CIO/CLC): A 34-month renewal agreement effective from August 18, 1986\* to June 20, 1989, covering 300 employees, settled during a work stoppage. Duration of negotiations - 3 months.

\* Previous agreement expired June 20, 1986.

Wages:	Effective	Aug. 18/86	Aug. 17/87	Aug. 18/88
General Increases		60¢	55¢	55¢
Skilled Trades Adjustments		10¢	10¢	10¢
Grade 1 (General Labour)		\$10.64 (\$10.04)	\$11.19	\$11.74
Grade 10A (Senior Tool and Die Maker-Specialist)		\$15.95 (\$15.25)	\$16.60	\$17.25

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Bereavement Leave: 1 day's paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$16,000 (\$15,000). Effective July 1, 1987, \$17,000.  
Dental Plan - Coverage is based on the current year's (1983) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1987, \$12 (\$10) per month per year of future service.

C & C Yachts Limited at Niagara-on-the-Lake - Local 2737, Carpenters (AFL-CIO): A 36-month renewal agreement effective from August 1, 1986 to July 31, 1989, covering 224 employees\*, settled at the bargaining stage. Duration of negotiations - 2 months.

\* Includes 214 employees currently on lay-off status.

Wages:	Effective	<u>Aug. 12/86</u>	<u>Aug. 1/88</u>
	Adjustments	12.5% reduction on all wages	4% general increase
	Labourer	\$9.21 (\$10.36)	\$9.58
	Aluminum Welder	\$11.48 (\$12.92)	\$11.94
	Effective	<u>Feb. 1/89</u>	<u>July 1/89</u>
	General Increases	4%	4%
	Labourer	\$9.96	\$10.36
	Aluminum Welder	\$12.42	\$12.92

Previous rates reflect a total of 7% COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100, using the April 1986 index as the base. Adjusted quarterly. Capped at 7% annually in the first and second years, and 8% in the third year. All COLA calculations to be based on rates in effect on August 12, 1986. (Previously, no cap and folded into wages quarterly. Basic formula is unchanged.)

#### MISCELLANEOUS MANUFACTURING

Cooper Canada Limited at Toronto - Local 366, Glass, Pottery and Plastic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 7, 1986 to July 6, 1988, covering 800 employees\*, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

\* Includes 20 employees currently on lay-off status.

Wages:	Effective	<u>July 7/86</u>	<u>July 7/87</u>
	General Increases	40¢	40¢
	Additional Adjustments	12¢ for Silk Screen Operator and Sewing Machine Operator	



	<u>July 7/86</u>	<u>July 7/87</u>
Labour Grade 1 (includes Bench Worker)	\$7.17 (\$6.77)	\$7.57
Mechanic III	\$9.61-\$10.11 (\$9.21-\$9.71)	\$10.01-\$10.51

Maximum rate for Mechanic III is reached on merit.

Shift Premium: Effective July 7, 1987, 0-5%-5% (0-5%-25¢).

Health and Life Insurance and A. D. & D. - Benefit is \$17,000 (\$15,000).  
Welfare:

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective July 7, 1987, the 1986 O.D.A. fee schedule.

Safety Shoe Allowance: \$40 (\$30) per year.

## COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees (Ind.) (communications sales employees): A 24-month renewal agreement effective from August 23, 1986 to August 22, 1988, covering 416 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

<u>Wages:</u>	<u>Effective</u>	<u>Aug. 23/86</u>	<u>Aug. 23/87</u>
General Increases		3.5%	4%
Additional Adjustment		1 step added to top of grid for Sales Associate	
<u>Total Monthly Rates</u>			
Sales Associate		\$1,932-\$2,392 (\$1,867-\$2,233)	\$2,007-\$2,484
Sales Representative		\$2,312-\$3,199 (\$2,234-\$3,091)	\$2,402-\$3,323
Senior Sales Representative		\$2,709-\$3,450 (\$2,617-\$3,333)	\$2,813-\$3,583

Maximum rates are reached on merit after six (five) 6-month increases for Sales Associate, after seven 6-month increases for Sales Representative and after five 6-month increases for Senior Sales Representative.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1981=100 from the March 1987 index to the March 1988 index. Triggers at 6% (5%). Lump sum payment in June 1988 based on the pay period from October 1, 1987 to March 31, 1988. (Basic formula is unchanged. Formula did not trigger.)

# WHOLESALE TRADE

Drug Trading Company Limited and Druggists' Corporation Limited at Scarborough and Toronto - Local 11, Energy and Chemical Workers (CLC) (office, plant and warehouse employees): Two 24-month renewal agreements effective from April 15, 1986 to April 14, 1988, covering 500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 15/86	Apr. 15/87
	General Increases	5%	4.5%
	Additional Adjustments	Some job class adjustments	
	<u>Plant Employees</u> <u>Weekly Rates</u> 40 hours per week		
	Finisher "B"	\$369.25 (\$351.67)	\$385.87
	Maintenance Mechanic	\$424.03 (\$403.84)	\$443.11

Shift Premium: Effective August 10, 1986, 35¢ (32¢) per hour.

Paid Holidays: Boxing Day is added for a total of 12 (11) days.

Paid Vacation: 4 weeks after 12 (13) years of service and 5 weeks after 24 (25) years.

Health and Welfare: Dental Plan - Effective August 10, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective April 15, 1987, the 1986 O.D.A. fee schedule.

Meal Allowance: Effective August 10, 1986, \$4.75 (\$4.50) after 2 hours of overtime.

## EDUCATION AND RELATED SERVICES

Frontenac County Board of Education at Kingston - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/86	Jan. 1/87
	General Increases	3% rounded to nearest \$10	2% rounded to nearest \$10
	Teacher-Level 1 0-6 years	\$19,140-\$25,530 (\$18,580-\$24,790)	\$19,520-\$26,040

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
Teacher-Level 4 0-11 years	\$23,120-\$38,720 (\$22,450-\$37,640)	\$23,580-\$39,550
Teacher-Level 7 0-12 years	\$26,880-\$47,020 (\$26,100-\$45,650)	\$27,420-\$47,960
Principal 0-4 years	\$51,730-\$54,620 (\$49,800-\$52,600)	\$52,760-\$55,710

	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Effective		
General Increases	2% rounded to nearest \$10	3% rounded to nearest \$10
Teacher-Level 1	\$19,910-\$26,560	\$20,510-\$27,360
Teacher-Level 4	\$24,050-\$40,340	\$24,770-\$41,550
Teacher-Level 7	\$27,970-\$48,920	\$28,810-\$50,390
Principal	\$54,250-\$57,260	\$55,880-\$58,980

		<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Responsibility	Vice-Principal	\$3,000 (\$2,700)	\$3,300
Allowances:	Full-time Consultant	\$2,730 (\$2,600)	\$2,870
	Part-time Consultant	\$580 (\$550)	\$610
	Resource Teacher	\$550 (\$525)	\$580
	Assistant Full-time Consultant	eliminated (\$1,100)	

#### AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Mutuel Department, Thoroughbred Race Operations, province-wide  
- Local 528, Service Employees International (AFL-CIO/CLC):  
 A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	<u>Aug. 16/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Effective			
Increases: Per Day			
Seniority Employees	\$3-\$5	\$2-\$3	\$2-\$3
Non-Seniority Employees	\$1	\$1	\$1
Additional Adjustment		classifica- tion "Phones" eliminated	
<u>Toronto Daily Rates</u>			
Seniority List Employees			
Messenger Bettor	\$63.52 (\$58.52)	\$66.52	\$69.52

	<u>Aug. 16/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Terminal Operator	\$81.10 (\$78.10)	\$84.10	\$87.10
Lump Sum Payment:	\$1 to \$5, depending on classification, for each day worked for the period March 25, 1986 to August 16, 1986.		
Health and Welfare (Seniority Employees):	<p>OHIP - Employer pays 100% of premium costs (unchanged).            Effective January 1, 1987, employer will pay any increase in premium costs to a maximum of 4% over the 1986 rates. Effective January 1, 1988, employer pays any increase in premium costs to a maximum of 4% over the 1987 rates or 8% over the 1986 rates, whichever is greater.</p> <p>Dental Plan - Effective August 16, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1987 and 1988, the current year's O.D.A. fee schedule applies. Employer pays all cost increases subject to the same conditions as for OHIP.</p>		

Ontario Jockey Club, Mutuel Department, Standardbred Race Operations, province-wide  
- Local 528, Service Employees International (AFL-CIO/CLC):  
 A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	<u>Effective</u>	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
Increases: Per Day				
Seniority Employees	\$2-\$3	\$2-\$3	\$2-\$3	\$2-\$3
Non-Seniority Employees	\$1	\$1	\$1	\$1
<u>Toronto Daily Rates</u>				
Seniority List Employees				
Messenger Bettor	\$63.70 (\$60.70)	\$66.70	\$69.70	
Terminal Operator	\$81.10 (\$78.10)	\$84.10	\$87.10	
Health and Welfare (Seniority Employees):	Changes are similar to those reported above for Thoroughbred Race Operations.			

## SERVICES TO BUSINESS MANAGEMENT

Canadian Advertising Institute and Canadian Advertisers Association, National Commercial Agreement - Canadian TV and Radio Artists (CLC) (freelance employees): A 20-month renewal agreement effective from June 1, 1986\* to January 31, 1988, covering 4,500 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

\* Previous agreement expired January 31, 1986.

Wages:	Effective	June 1/86	Feb. 1/87
	General Increases	5%	4%
	<u>Television Session Fees*</u>		
	Extra	\$153.00 (\$146.00)	\$159.00
	Principal or Solo Singer (On-camera)	\$372.00 (\$354.50)	\$387.00

\* Session fees shown represent 4 hours' work for Extra and 8 hours' work for Principal or Solo Singer (On-camera).

Welfare and Pension Plan: Engager contributes 10% (9%) of gross wages to the union fund.

## FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (data processing group): An 18-month renewal agreement effective from August 25, 1985\* to February 28, 1988, with wages retroactive to February 7, 1985, covering 1,526 Ontario employees, settled with mediation assistance. Duration of negotiations - 10 months.

\* Previous agreement expired February 6, 1985.

Wages:	Effective	Feb. 7/85	Feb. 7/86	Feb. 7/87
	Increases	3.75%	3.5%	3.25%-4%
	<u>Annual Rates</u>			
	<u>Data Conversion Sub-group</u>			
	DA-CON-1 10 levels	\$13,905-\$18,207 (\$13,403-\$17,549)	\$14,392-\$18,844	\$14,968-\$19,598
	DA-CON-8 4 levels	\$31,746-\$34,769 (\$30,599-\$33,512)	\$32,857-\$35,986	\$33,925-\$37,156



Feb. 7/85

Feb. 7/86

Feb. 7/87

Data Production  
Sub-Group

DA-PRO-1 \$13,853-\$19,903 \$14,338-\$20,600 \$14,912-\$21,424  
13 levels (\$13,352-\$19,184)

DA-PRO-7 \$35,165-\$38,522 \$36,396-\$39,870 \$37,579-\$41,166  
4 levels (\$33,894-\$37,130)

Paid Vacation: Effective July 1, 1986, 4 weeks after 9 (10) years of service.

Meal Allowance: Effective August 25, 1986, \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Job Security (new): Subject to the willingness and capacity of individual employees to accept relocation and retraining, the employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

Technological Change: An improved technological change clause includes minimization of adverse effects resulting from such change, training provisions, and a longer notice period.

Treasury Board of Canada - Public Service Alliance (CLC) (secretarial, stenographic and typing group): A 17-month renewal agreement effective from August 13, 1986\* to January 21, 1988, with wages retroactive to January 5, 1985, covering 5,742 Ontario employees, settled at the conciliation board stage. Duration of negotiations - 21 months.

\* Previous agreement expired January 4, 1985.

Wages: Effective Jan. 5/85 Jan. 5/86 Jan. 5/87

General 3.75% 3.5% 3.25%  
Increases

Additional Adjustment \$200 to all levels for OCE-1, TYP-1, TYP-2, SCY-1, STN-1, and level 1 only for STN-2

Annual Rates

ST-TYP-1 \$13,110-\$14,963 \$13,569-\$15,487 \$14,210-\$16,190  
6 levels (\$12,636-\$14,422)

ST-SCY-4 \$25,181-\$27,559 \$26,062-\$28,524 \$26,909-\$29,451  
4 levels (\$24,271-\$26,563)

Paid Vacation: 4 weeks after 9 (10) years of service and 5 weeks after 20 (22) years.

Meal Allowance: \$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.

Job Security and Technological Change: Same provisions as for data processing group, reported above.

## LOCAL ADMINISTRATION

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC)  
(outside employees): A 24-month renewal agreement effective from February 7, 1986 to February 6, 1988, covering 233 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 7/86	Feb. 7/87
General Increases		42¢	4%
Labourer		\$10.61 (\$10.19)	\$11.03
Maintenance III		\$12.14 (\$11.72)	\$12.63

Standby Pay: \$50 (\$45) per week and \$20 (\$17.50) per weekend.

Health and Welfare: Vision Care - Maximum claim for eyeglasses and contact lenses is \$80 (\$60) every 24 months. Effective February 7, 1987, \$100.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective February 7, 1987, the 1986 O.D.A. fee schedule.

## CONSTRUCTION

Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work, province-wide - Local 793, International Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction): A 21-month renewal agreement effective from July 24, 1986\* to April 30, 1988, covering 2,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

\* Previous agreement expired April 30, 1986.

Package:	Effective	July 24/86	May 1/87
General Increases		\$1.25	50¢
A. <u>Crane and Equipment Rental, province-wide</u>			
1st Class Stationary Engineer		\$24.95 (\$23.70)	\$25.45
B. <u>Steel Erection or Mechanical Installations, province-wide</u>			
1st Class Stationary Engineer		\$24.84 (\$23.59)	\$25.34

July 24/86

May 1/87

C. Foundation, Piling and Caisson Boring, province-wide

Boring Machine Operator,	\$23.86	\$24.36
Model LLDH	(\$22.61)	

D. Excavating, OLRB Area 8

Crane Operator	\$22.13	\$22.63
	(\$20.88)	

E. Building and Construction Work

Crane Operator,	\$23.13	\$23.63
Sault Ste Marie	(\$21.88)	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes 60¢ (55¢) per hour earned. Effective May 1, 1987, 65¢.

Pension Fund: Employer contributes \$1.05 (\$1) per hour earned. Effective May 1, 1987, \$1.10.

Travel and Board Allowances: Increased by approximately 5%-7.5%. Effective May 1, 1987, approximately 4.2%-7.5%.

Pipe Line Contractors Association of Canada (Distribution Pipeline Agreement),  
Canada-wide except Quebec - Labourers (AFL-CIO): A 24-month  
 renewal agreement effective from May 1, 1986 to April 30, 1988,  
 covering 200 Ontario employees, settled at the bargaining stage.  
 Duration of negotiations - 4 months.

Package:	Effective	<u>May 1/86</u>	<u>Nov. 1/86</u>
----------	-----------	-----------------	------------------

Increases

Locals 183, 527, 597, 625 and 837	\$1
--------------------------------------	-----

All Other Locals	75¢	20¢
------------------	-----	-----

Local 183, Toronto

Rodman	\$16.53 (\$15.53)	\$16.53
--------	----------------------	---------

Specialized Labourer	\$17.80 (\$16.80)	\$17.80
-------------------------	----------------------	---------

Effective	<u>May 1/87</u>	<u>Nov. 1/87</u>
-----------	-----------------	------------------

Increases

Locals 183, 527 597, 625 and 837	\$1
-------------------------------------	-----

	<u>May 1/87</u>	<u>Nov. 1/87</u>
All Other Locals	50¢	40¢
<u>Local 183, Toronto</u>		
Rodman	\$17.53	\$17.53
Specialized Labourer	\$18.80	\$18.80

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Overtime Pay: From October 1 to March 30 (January 1 to March 31), time and one-half after 8 hours per day or 40 hours per week. From April 1 to September 30 (April 1 to December 31), time and one-half after 9 hours per day or 45 hours per week.

Reporting and Call-Back Pay: 8 hours' pay at the applicable rate if employee works between 4 and 8 hours (previously, paid for hours worked).

Board Allowance: \$47.50 (\$45) per working day. Effective May 1, 1987, \$50.

Rodmen Employer Bargaining Agency for the Industrial Contractors Association of Canada, Ontario General Contractors Association Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide - Ontario Council, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Package:	Effective	<u>June 16/86</u>	<u>May 1/87</u>	<u>Nov. 1/87</u>
Increases		\$1	75¢	25¢ for Toronto and Hamilton

Rodman

Local 786 Sudbury	\$22.03 (\$21.03)	\$22.78	
Local 721 Toronto	\$22.61 (\$21.61)	\$23.36	\$23.61
Local 700 Sarnia	\$22.74 (\$21.74)	\$23.49	

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and other funds.

Welfare Fund: Employer contributes \$1.50 (\$1.45) per hour earned for Locals 700 and 721 and \$1.50 (unchanged) for Locals 736, 765 and 786.

Pension Fund:	Employer contributes \$1.70 (\$1.50) per hour earned for Local 700; \$2 (unchanged) for Local 721; \$1.25 (unchanged) for Local 736; 85¢ (65¢) for Local 765 and \$1.40 (\$1.25) for Local 786.
Trade Improvement Fund:	Employer contributes 5¢ (unchanged) per hour earned for Locals 700, 721, 736 and 786 and 3¢ (unchanged) for Local 765.
Association Fund:	Employer contributes 10¢ (9¢) per hour earned.
Commuting and Board Allowance:	Effective June 16, 1986, \$48 (\$43) per day to maximum \$300 per week for Local 759 and \$31 (\$30) per day for Local 786, when travelling 75 and 100 miles respectively from appropriate base points. Effective May 1, 1987, \$50 and \$32 respectively.

#### Addenda

#### June 1986 Settlements

#### NON-METALLIC MINERAL PRODUCTS

Toronto and Vicinity Ready Mix Companies - Local 230, Teamsters (Ind.): Several 22-month renewal agreements at 8 companies effective from June 1, 1986\* to March 31, 1988, covering 700 employees, settled with mediation assistance and ratified in June 1986. Duration of negotiations - 2 months.

\* Previous agreements expired March 31, 1986.

Wages:	Effective	<u>June 1/86</u>	<u>Apr. 1/87</u>
	General Increases	75¢	70¢
	<u>KVN Concrete</u>		
	Helper	\$15.60 (\$14.85)	\$16.30
	Batcher	\$15.80 (\$15.05)	\$16.50

#### EDUCATION AND RELATED SERVICES

Nipissing District Roman Catholic Separate School Board at North Bay - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 348 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	4.56%	3%
	Teacher-Category D 0-5 years	\$17,086-\$22,076 (\$16,341-\$21,113)	\$17,599-\$22,738



	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Teacher-Category A1 0-11 years	\$22,587-\$36,693 (\$21,602-\$35,093)	\$23,365-\$37,794
Teacher-Category A4 0-11 years	\$26,643-\$46,844 (\$25,481-\$44,801)	\$27,442-\$48,249

Effective	<u>Jan. 1/88</u>	<u>May 1/88</u>
General Increases	2%	2%
Teacher-Category D	\$17,951-\$23,193	\$18,310-\$23,657
Teacher-Category A1	\$23,730-\$38,550	\$24,205-\$39,321
Teacher-Category A4	\$27,991-\$49,214	\$28,551-\$50,199

Responsibility Allowances: Principal-Secondary School (new) - \$10,000-\$13,000  
0-3 years.  
Effective September 1, 1987, all responsibility allowances increased in accordance with the general salary increases, except Principal-A School is red-circled.

Mileage Allowance: 22¢ (21¢) per kilometre for teacher using own transportation for performance of duties.

Wentworth County Board of Education at Ancaster - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 566 employees, settled at the post fact finder bargaining stage and ratified in June 1986. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/86</u>
	Increase	4.25%, except 3.5% plus lump sum payment for Teacher-Level 7 years 11 and 12*
	Teacher-Level 1 0-6 years	\$15,863-\$23,729 (\$15,216-\$22,762)
	Teacher-Level 4 0-10 years	\$22,201-\$37,663 (\$21,296-\$36,128)
	Teacher-Level 7 0-12 years	\$26,799-\$48,410 (\$25,706-\$46,773)

\* Lump Sum Payment - Effective by January 1987, \$323 for Teacher Level 7 year 11 and \$351 for Teacher-Level 7 year 12.

Health and Welfare: Dental Plan - Coverage continues to be updated on September 1 to the current year's Ontario Dental Association fee schedule.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.): A master agreement for the renewal of 17\* separate agreements in the Scientific and Professional Category\*\* that expired between September 30, 1984 and July 20, 1985, covering 3,054 Ontario employees, settled with mediation assistance. Agreement to expire September 30, 1987 was ratified June 13 and signed July 9, 1986.

\* Architecture and Town Planning (AR) group ratified similar terms in September 1986.

\*\* Includes the following groups: Actuarial Sciences (AC), Agriculture (AG), Biological Sciences (BI), Chemistry (CH), Dentistry (DE) Forestry (FO), Historical Research (HR), Home Economics (HE), Mathematics (MA), Nursing (NU), Occupational and Physical Therapy (OP), Pharmacy (PH), Psychology (PS), Scientific Regulation (SG), Scientific Research (SE), Social Work (SW) and Defence Scientific Service (DS).

Wages:	Effective	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>
	Increases	3.75%, 3.4%-4.38% for Nursing group	3.5%	3.2% pro- rated for the residual period to expiry
<u>Annual Rates</u>				
	CH-1 7 levels	\$16,314-\$30,693 (\$15,724-\$29,584)	\$16,885-\$31,767	\$17,304-\$32,555
	DS-7 3 levels	\$67,842-\$70,359 (\$65,390-\$67,816)	\$70,216-\$72,822	\$70,659-\$73,282
Overtime Pay:	Time and a half for each hour worked and double time for each hour worked contiguous to a second day of rest for biology, chemistry, and defence scientific service groups.			
Shift Premium:	55¢ (45¢) per hour worked for nursing group.			
Weekend Premium:	55¢ (45¢) per hour worked for nursing, home economics and pharmacy groups.			
Call-back Pay:	Effective July 9, 1986, standardized at minimum 3 hours' pay at the applicable overtime rate.			
Standby Pay:	Effective July 9, 1986, standardized at 1/2 hour's pay for each 4 hour period or a portion thereof.			
Paid Vacation:	Effective July 9, 1986, standardized at 4 weeks after 9 (10) years of service; 3 weeks after 1 year and 5 weeks after 20 (22) years of service, except for groups with superior provisions.			
	Effective June 1, 1987, 4 weeks after 8 years of service, except 4 weeks after 1 (2) years of service for nursing, home economics, occupational and physical therapy, dentistry, and pharmacy groups.			

Severance Pay:	For first lay-off, 2 weeks' pay for first year of service and 1 week's pay for each additional year of service; for second and subsequent lay-off, 1 week's pay per year of service less any severance pay for first lay-off, with no cap. (Previously, capped at a maximum of 27 weeks' pay).
Field Research Allowance:	\$300 (\$275) per each 30 calendar day period for scientific research and historical research group.
Penological Factor Allowance:	X-\$1,350 (\$1,200).
Meal Allowance:	Effective July 9, 1986, standardized at \$5 after 3 hours of overtime and \$4.50 after 4 more hours.
Diving Allowance:	\$7.50 (\$6.50) per hour for a minimum of 2 hours per dive for biological science, chemistry, historical research and scientific research groups.
Paid Maternity Leave:	Standardized at 2 weeks at 93% of weekly rate and a maximum 15 weeks at the difference between 93% of wages and UIC benefit.
Job Security and Technological Change:	Existing Work Force Adjustment Policy incorporated into the collective agreement, covering notice period, retraining and priority rights in the event of the introduction of new advances affecting job security.

July 1986 Settlements

RETAIL TRADE

T. Eaton Company Limited at Brampton, London, St. Catharines and Toronto - Various Locals, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees): Seven 12-month renewal agreements effective from May 13, 1986 to May 12, 1987, covering 373 employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 13/86</u>
	Average Increase	4%
	<u>St. Catharines</u>	
	<u>Full-time employees</u>	
	<u>Weekly Rates</u>	
	(37.5 hours per week)	
	Sales Associate	\$200-\$272 (\$193-\$261)
	<u>Hourly Rates</u>	
	Elect. Mech. Journeyman	\$14.66 (\$13.96)

Maximum rate for Sales Associate is reached after four 6-month increases.

## EDUCATION AND RELATED SERVICES

Wentworth County Board of Education at Ancaster - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 418 employees, settled at the post mediation bargaining stage and ratified in July 1986. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.25%
	Teacher-Category 1 0-11 years	\$22,655-\$37,853 (\$21,731-\$36,310)
	Teacher-Category 4 0-11 years	\$27,174-\$48,359 (\$26,066-\$46,387)
	Vice-Principal 0-2 years	\$53,431-\$56,694 (\$51,253-\$54,383)
	Principal 0-3 years	\$57,510-\$64,032 (\$55,165-\$61,422)

Responsibility Allowances: Increased by 4.25%.

Health and Welfare: Dental Plan - Coverage continues to be updated on September 1 to the current year's Ontario Dental Association fee schedule.

## FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (general services group, supervisory and non-supervisory employees): An 18-month renewal agreement effective from August 8, 1986\* to February 4, 1988, with wages retroactive to January 22, 1985, covering 3,676 Ontario employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 18 months.

\* Previous agreement expired January 21, 1985.

Wages:	Effective	<u>Jan. 22/85</u>	<u>Feb. 5/86</u>	<u>Feb. 5/87</u>
	General Increases	3.75%	3.5%	3.25%
	Regional Zones Reduction	20 (22)	18	16

	<u>Jan. 22/85</u>	<u>Feb. 5/86</u>	<u>Feb. 5/87</u>
<u>Ottawa*</u>			
<u>Non-Supervisory Rates</u>			
Classification 1	\$7.43	\$7.69	\$7.94
All Sub-Groups	(\$7.16)		
Classification 13	\$17.65	\$18.27	\$18.86
All Sub-Groups	(\$17.01)		

\* Ottawa region changed in January 1985 to Zone 8 (9) and in February 1986 to Zone 6.

Additional Adjustment - Effective November 5, 1987, Zone 3 rates increased to equal Zone 2 rates.

Paid Vacation:	Effective April 1, 1986, 4 weeks after 9 (10) years of service. Unused vacation leave credits during any vacation year in excess of 15 days may be paid in cash at the employee's daily rate of pay (new). (Previously, the unused vacation leave was carried into the following year).
Responsibility Allowance:	\$12 (\$3) per night for employees assigned sleep-in duty in children's dormitory.
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.
Job Security and Technological Change:	Same provisions as for data processing group, reported earlier in this issue.

#### ERRATUM

The following settlement was reported incorrectly in the June 1986 Report on page 211, and should have read as follows:

MacMillan Bathurst Inc., previously Consolidated-Bathurst Packaging Limited at Pembroke, Etobicoke, St. Thomas and Whitby - Various Locals, Woodworkers (AFL-CIO/CLC):

Overtime Pay:	Effective June 12, 1986, for St. Thomas, Etobicoke and Whitby plants, double time for all hours worked on Sundays and holidays.
---------------	---





CA20N  
L  
-C53

ISSN 0829-7800



ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
SEPTEMBER 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER



## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.





## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	326
September 1986 Settlements	
Knitting Mills .....	329
Clothing .....	329
Metal Fabricating .....	331
Transportation Equipment .....	332
Electrical Products .....	338
Communication .....	339
Retail Trade .....	340
Finance, Insurance and Real Estate.....	345
Education and Related Services .....	345
Health and Welfare Services .....	354
Services to Business Management .....	356
Personal Services .....	357
Federal Administration .....	358
Addenda	
June 1986 Settlement .....	359
July 1986 Settlements .....	360
August 1986 Settlement .....	363



## Highlights

### Clothing

In mid-September, the Ladies Garment Workers and the Toronto Cloak Manufacturers' Association negotiated a 2-year agreement for 400 employees. The agreement, which will run to June 30, 1988, provided for 4 percent wage increases in July 7, 1986 and July 6, 1987.

Other terms included:

- . A tenth paid holiday.
- . An increase in employer contributions to the health and welfare fund to 5 percent from 4 percent .
- . An annual payment of \$714 to employees to cover OHIP cost (was \$648).
- . Allocation of \$10,000 from the health and welfare fund to finance a new drug plan providing a maximum benefit of \$250 a year.
- . A monthly pension benefit of \$120 (was \$115).
- . A new fund to provide for union education, financed with employer contributions of 1 cent for each hour worked.
- . A requirement that work will not be contracted out unless the inside shop workers are fully employed and the union is notified.
- . Improvements in the job promotion and posting procedures and more training.

The Ladies Garment Workers also settled with the Toronto Dress and Sportswear Manufacturers' Guild ending a 4-day strike. The new agreement covers 1,200 employees, and will run for 3 years ending July 31, 1989.

Wages were increased by 4 percent or a minimum of 30 cents on August 1, 1986 and 1987, and 35 cents on August 1, 1988. The cost-of-living provision was continued to provide annual pay adjustments for up to 3 percent increase in the Consumer Price Index (1971=100) in excess of 8 percent a year.

Other terms included:

- . An increase in sick benefit of \$95 a week, from \$80.
- . An increase in vision care benefit to \$60 every two years, from \$50; and extension of the benefit to retirees.
- . Extension of drug plan coverage to the immediate family, with a maximum claim of \$350 (from 250 for single coverage).
- . Improvements in the dental plan.
- . An increase in employer contribution to the pension fund to 5 percent on January 2, 1989, from 4 percent.

- . A lump sum payment of \$20,000 to establish a union education fund.

### **Auto Industry**

American Motors (Canada) Inc and the Canadian Auto Workers concluded an agreement for 900 employees at the company's assembly plant in Brampton, that will run for 3 years to September 16, 1989. The settlement will serve as a basis for a separate agreement covering the company's new plant in Bramalea scheduled to begin operation in late 1986.

On September 22, 1986, wages were increased by 9-41 cents an hour (or an average of 2.25 percent), and 30 cents of the \$1.87 cost-of-living allowance generated under the expired agreement was folded into base rates. A Special Canadian Allowance of 12 cents was then added to the remaining of \$1.57 float; a further 25 cents will be added in the second year and 24 cents in the third year. In addition, the cost-of-living provision was continued to provide quarterly adjustments calculated at 1 cent an hour for each 0.26 point change in the Consumer Price Index 1969=100, and at 1 cent an hour for each 0.1 point change in the 1981=100 Index, effective December 1988.

Other changes included:

- . An additional 20 hours of paid vacation over the term of the agreement.
- . Continuation of extended disability payments beyond "time-for-time" up to age 65 for employees with 10 or more years of service, extended services under the major medical plan; and increased benefits under the dental and survivor income plans.
- . A \$3.85 increase in the pension rate for normal retirement to \$22.30 a month for each year of credited service for employees retiring by the end of the agreement; and an increase in the benefit for 30 (years) - and-out retirement to \$1,205 a month, from \$935.
- . For current retirees, an increase in basic pensions of \$1.00 a month for each year of credited service; and a \$30 increase in the monthly benefits for 30-and-out retirees. Each retiree will also receive in December 1987 and 1988 a special payment of \$6.67 for each year of credited service, to a maximum of \$200; and on October 1, 1989, will be entitled to lump-sum payments which reflect the benefit increases of the first year of the 1987 General Motors Agreement.
- . A 4-cent increase in employer contribution to the supplementary unemployment benefit fund to a maximum of 28 cents an hour in 1989. In addition, the company will contribute 50 cents for each hour of overtime worked in excess of 5 percent of all straight-time hours worked, to be calculated on a 12-month rolling average and credited to a contingency fund to assist the financing of supplementary unemployment benefits.

### **Retail Food Industry**

More than 6,400 part-time and 2,500 full-time employees were covered by separate agreements negotiated between the Great Atlantic and

Pacific Co of Canada and the Food and Commercial Workers. Both agreements will run for 2 years ending on June 13, 1988.

The agreements did not provide for general wage increases in the first year. Instead, full-time employees will receive three lump-sum payments of \$200 on October 1, 1986, March 1, 1987 and June 6, 1987, and part-time employees hired before September 29, 1986 will receive amounts on the same dates calculated at 35 cents an hour. In the second year, effective June 17, 1987, wage rates for full-timers will be increased by 40 cent an hour, and by 35 cents for part-timers.

Other terms included:

- Continuation of quarterly economic adjustments of \$125 for full-time employees, and for part-time employees calculated at 10 cents an hour worked.
- A new Christmas Bonus of one week's pay for full-time employees with 12 months of service and prorated amounts for full-timers with lesser service, \$25 for part-timers with 12 months of service, and \$15 for part-timers with six months' service.
- An increase in the maximum claim for vision care to \$80 from \$50, paid every two years.
- A 2-cent increase in the employer's contribution to the Ontario Retail Employees Dental Fund, to 14 cents.
- Improvements in the pension plan for the next four years, including increases in the pension rate to \$25 a month (from \$21) for full-time employees and \$10 a month (from \$6) for part-time employees, for each year of credited service; an increase in the maximum credited service for benefits to 40 years (from 38); and a new provision for early retirement with actuarially reduced benefits prior to age 63.

The Great Atlantic and Pacific Co of Canada also settled with the Retail, Wholesale Employees for 5,500 employees at the company's New Dominion Stores Division. The 2-year agreement will run to June 25, 1988.

In lieu of wage increases in the first year, the agreement provided for three lump-sum payments to full-time employees of \$300 each in the first contract year; and amounts for the same period for part-time employees hired prior to September 24, 1986, calculated at 35 cents an hour. At the beginning of the second year, on June 22, 1987, full-time employees will receive a wage increase of 40 cents an hour, and part-time employees will receive 35 cents. Full-time employees will also receive a \$35 increase in the existing quarterly economic adjustments, to \$125. The agreement also provided for pension rate increases over the next four years to \$20.50 a month (from \$18) for each year of past service.

At Steinberg Inc., Miracle Food Mart Div., 6,125 full-time and part-time employees covered by a settlement reached with the Food and Commercial Workers, received lump-sum payments in the first year and wage increases in the second year equal to those negotiated between the Great Atlantic and Pacific Co of Canada and the Retail, Wholesale Employees. The



agreement, which will run for 2 years ending June 21, 1988, continued the quarterly economic adjustments of \$150 for full-time employees and 10 cents an hour worked for part-time employees; and increased the employer's contribution to the health and welfare fund to 10 cent an hour (from 6 cents), and to the dental plan to 14 cents an hour (from 12 cents).

Index to Settlements Reported, September 1986

Employer and Location	Union	Page
American Motors (Canada) Inc., Brampton	Cdn. Auto Workers (CLC) (production and maintenance empls.)	332
Endix Heavy Vehicle Systems Inc., London	Cdn. Auto Workers (CLC)	335
Essex County Board of Education, Chesley	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	345
Canada Post Corp., system-wide	Postal Officials (Ind.) (postal supervisors)	339
Marletton Roman Catholic Separate School Board, Nepean	Ont. English Catholic Teachers' Assn. (Ind.)	347
N Hotels Inc. c.o.b. as L'Hotel, Toronto	Railway, Transport and General Workers (CLC) (full-time and part-time service empls.)	357
Brown Cork & Seal Canada Inc., Concord	United Steelworkers (AFL-CIO/CLC)	331
Essex Board of Education, Oshawa	CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	348
Essex County Board of Education, Essex	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	348
Black Manufacturing Inc., Huron Park	Cdn. Auto Workers (CLC)	336
Elco Express/B.D.C. Ltd., Inter-city	Teamsters (Ind.)	356
Great Atlantic and Pacific Co. of Canada Ltd., New Dominion Stores Div., Toronto and various other centres throughout southern Ontario	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	342
Great Atlantic and Pacific Co. of Canada Ltd., province-wide	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	340
Harvey Woods Ltd., Underwear and Hosiery Divisions, Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	329
Hastings County Board of Education, Belleville	CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	349

Index to Settlements Reported, September 1986

Employer and Location	Union	Page
Hastings County Board of Education, Belleville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	350
Inglis Ltd., Toronto	United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	338
Metro Toronto Assn. for the Mentally Retarded, Residential Services and Vocational and Industrial Services, Toronto	CUPE (CLC) (full-time and part-time empls.)	355
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	361
Ontario Hospital Assn. and Ontario Blue Cross, Toronto	OHA/Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	345
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	351
Ottawa Roman Catholic Separate School Board	Assn. des Enseignants Franco-Ontariens (Ind.)	359
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.)	353
SKD Co., Manufacturing Div., Amherstburg	Cdn. Auto Workers (CLC)	360
St. Mary's General Hospital, Kitchener	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	354
Steinberg Inc., Miracle Food Mart Div. at locations throughout southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	343
T. Eaton Co. Ltd., Bramalea, Scarborough and Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (part-time empls.)	344
Toronto City Board of Education	CUPE (CLC)	351
Toronto Cloak Manufacturers' Assn.	Ladies Garment Workers (AFL-CIO/CLC)	329
Toronto Dress and Sportswear Manufacturers' Guild Inc., Dress and Sportswear Div., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	330
Treasury Board of Canada	Professional Institute (Ind.) (physical sciences group)	362

Index to Settlements Reported, September 1986

Employer and Location	Union	Page
Treasury Board of Canada	Public Service Alliance (CLC) (general technical, technical inspection, and social science support groups)	358
PW Canada Ltd., Carr Div., Brantford	Cdn. Auto Workers (CLC)	337
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	354
University of Western Ontario, Physical Plant Dept., London	CUPE (CLC)	363
Windsor City Board of Education	CUPE (CLC) (custodians, maintenance empls. and bus drivers)	352

# KNITTING MILLS

Harvey Woods Limited, Underwear and Hosiery Divisions at Woodstock - Locals 986T and 1300, Clothing and Textile Workers (AFL-CIO/CLC): Two 23-month renewal agreements effective from September 22, 1986\* to August 31, 1988, covering 441 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

\* Previous agreements expired August 31, 1986.

Wages:	Effective	<u>Sept. 22/86</u>	<u>Sept. 1/87</u>
	Increases		
	Non-incentive	25¢	25¢
	Incentive	21¢	21¢
	Skilled Trades Adjustment	20¢ for Underwear Div. Mechanics	
	Additional Adjustment	Hoisery Div. Mechanics rates revised	
	Cloth Inspector, Underwear Division	\$6.52 (\$6.27)	\$6.77
	Shop Mechanic, Hosiery Division	\$10.95 (\$10.31)	\$11.20
Lump Sum Payment:	25¢ per hour worked from September 1, 1986 to September 22, 1986.		
Health and Welfare:	<u>Drug Plan</u> - Effective September 1, 1987, 35¢ deductible per prescription (previously, part of major medical deductible of \$10 for single coverage and \$20 deductible for family coverage).		

# CLOTHING

Toronto Cloak Manufacturers' Association - Locals 14, 83 and 92, Ladies Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 400 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 7/86</u>	<u>July 6/87</u>
	General Increases	4%	4%
	<u>Minimum Wage Scale - Craft</u>		
	General Hand	\$5.41 (\$5.20)	\$5.63
	Skilled Cutter	\$8.06 (\$7.75)	\$8.38
Paid Holidays:	Effective in 1988, Easter Monday is added for a total of 10 (9) days.		



Health and Welfare Fund: Employer contribution - Effective July 7, 1986, 4% (4 3/4%) of gross wages. Effective April 1, 1988, 5%.

OHIP - Employee receives \$714 (\$648) per year from the health and welfare fund.

Drug Plan (new) - Allocation of \$10,000 from the health and welfare fund. Maximum claim is \$250 per year per employee.

Pension Plan: Current Retirees - Benefit is \$120 (\$115) per month.

Union Education Fund (new): Employer contributes 1¢ per hour worked.

Training Plan (new): Employer agrees to provide advance training, job promotion and job posting, provided employees can be replaced for duration of training course.

Contracting Out Clause (new): No contracting out of work without notification of the union.

Toronto Dress and Sportswear Manufacturers' Guild Inc., Dress and Sportswear Division at Toronto - Locals 14, 83 and 92 - Ladies Garment Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1986 to July 31, 1989, covering 1,200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 1/86	Aug. 1/87	Aug. 1/88
Increases*				
Timeworkers		4% or 30¢, whichever is greater	4% or 30¢, whichever is greater	35¢
<u>Minimum Wage Scale - Skilled</u>				
General Hand		\$5.25 (\$4.95)	\$5.55	\$5.90
Skilled Cutter		\$9.98 (\$9.60)	\$10.38	\$10.73

\* Bonus schedule for pieceworkers was increased by about 4.5% in each year.

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index - 1971=100. In each 12-month period from June 1 to May 31, triggered at 8% and capped at 3%. To be added to wage increases in each contract year. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Sick Benefit - \$85 (\$80) per week. Effective August 1, 1987, \$90. Effective August 1, 1988, \$95.

Vision Care - Maximum claim for eyeglasses is \$60 (\$50) every 2 years for regular employees and extended to retirees (new).

Drug Plan - Effective January 2, 1987, plan is extended to cover immediate family. Maximum claim is \$350 per family. (Previously, single coverage only. Maximum annual claim was \$250.)

Dental Plan - Effective October 1, 1986, cleaning and examination procedures added to existing plan.

Pension Fund: Effective January 2, 1989, employer contributes 5% (4%) of gross payroll.

Union Education Fund (new): One lump sum payment of \$20,000 to be allocated by the Guild before the end of 1986 to the union-operated fund.

#### METAL FABRICATING

Crown Cork & Seal Canada Inc. at Concord - Local 8670, United Steelworkers

(AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1986 to June 30, 1989, covering 260 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/86	July 1/87	July 1/88
General Increases		30¢	25¢	20¢
COLA Fold-in		29¢		
Job Class 4 (includes Wrapper)		\$13.232 (\$12.642)	\$13.482	\$13.682
Job Class 23 (Machine Parts Inspector)		\$15.911 (\$15.321)	\$16.161	\$16.361

Previous rates reflect 36¢ of past COLA fold-in.

Start Rate (new) - New hires in job classes 1-17 receive 20% less than job rate for the first year and 10% less for the second year.

Cost of Living Allowance: 1¢ per 0.295 (0.3) point change in the U.S. Consumer Price Index - 1967=100, using the December 1985 index as the base. Adjusted quarterly and folded into rates annually.

Shift Premium: 0-3%-5% (unchanged) and 21¢ (17¢) per hour for work on the short third shift.

Paid Holidays: Effective July 1, 1987, Easter Monday is added for a total of 12 (11) days.

Paid Vacation: Effective July 1, 1987, 3 weeks after 6 (7) years of service. Effective July 1, 1988, 3 weeks after 5 years.

Health and Welfare: Weekly Indemnity - Benefit is \$265-\$325 (\$235-\$295) depending on job class. Effective July 1, 1987, \$285-\$345. Effective July 1, 1988, payable on a 1-1-4-52/260 (1-1-7-52/260) basis.

Disability Benefit (new) - Employer pays premium costs for a maximum of \$30,000 per disability for out of country medical expenses and up to \$10,000 per disability for private duty nursing care.

Continuation of Benefits (new) - Health and Welfare benefit coverage continues for a period of 2 years for surviving spouse of retiree with 10 years of continuous service.

Pension Plan: Basic Benefit - \$19.50-\$23.50 (\$17.50-\$21.50) per month per year of service depending on job class. Effective July 1, 1987, \$20.50-\$24.50. Effective July 1, 1988, \$21-\$25.

Safety Shoe Allowance: \$21 (\$14) for the first pair and \$12 (\$8) for the second pair.

#### TRANSPORTATION EQUIPMENT

American Motors (Canada) Inc. at Brampton\* - Local 1285, Canadian Auto Workers (CLC)  
(production and maintenance employees): A 36-month renewal agreement effective from September 22, 1986 to September 16, 1989, covering 900 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

\* The settlement will serve as a basis for a separate contract covering the new Bramalea plant due to begin operation in late 1986.

Wages:	Effective	<u>Sept. 22/86</u>
	Increase	9¢-41¢
	COLA Fold-in	30¢
	Equity Adjustment	6¢ for Labourer
	Additional Adjustments	Number of Non-Skilled Classifications reduced to 17 and Skilled Classifications to 8 at Brampton and 7 at Bramalea
	General Services Operator, Bramalea, and Labourer, Brampton	\$12.72
	Production Operator-Trim and Final	\$13.22
	Tool and Machine Technician	\$15.73

Cost of Living Allowance: \$1.87 COLA was generated during previous agreements. 30¢ is folded into wages and \$1.57 continues to float. Special Canadian

Allowance of 12¢ is added to the COLA float in the first year, 25¢ in the second year and 24¢ in the third year, for a total of 61¢.

1¢ per 0.26 point change in the 3-month average Consumer Price Index - 1969=100, using the average index for September, October and November 1986 as the base. (Basic formula is unchanged.) Effective December 1988, 1¢ per 0.1 point change in the CPI - 1981=100. 11 quarterly adjustments over the term of the agreement.

Shift Premium: 0-5%-10% of straight time rate, excluding overtime and COLA (unchanged).

Paid Holidays: 14, 13, 12 (12, 13, 14) days in the first, second and third contract years respectively for a total of 39 days over the term of the agreement.

Paid Vacation: Effective June 1987, 2.25 (2) weeks after 1 year of service, 2.75 (2.5) weeks after 3 years, 3.25 (3) weeks after 5 years, 3.75 (3.5) after 10 years, 4.25 (4) after 15 years and 5.25 (5) weeks after 20 years. Effective June 1988, 2.5 weeks after 1 year of service, 3 weeks after 3 years, 3.5 weeks after 5 years, 4 weeks after 10 years, 4.5 after 15 years and 5.5 after 20 years.

Health and Welfare: Note: Wage-related benefits increase according to the wage increase.

Extended Disability Benefit - Payable to age 65 (time-for-time) for employees with 10 or more years of service.

Transition Survivor Income Benefit - Maximum \$375 (\$325) per month for surviving spouse with dependent child or for dependent child without parents; \$350 (\$300) for surviving spouse or surviving child; and \$225 (\$200) for dependent parent.

Bridging Survivor Income Benefit - Maximum \$350 (\$300) per month depending on eligibility.

Major Medical - Plan is extended to include chiropractic treatments not covered by OHIP and additional types of prosthetics and durable medical equipment.

Dental Plan - Reimbursement for certain procedures increase to 100% (90%). Maximum lifetime orthodontic benefit is \$1,000 (\$800). Payment for certain routine procedures once every 9 (6) months.

Pension Plan: Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date as shown:

For retirements effective:

Sept. 20, 1986-Sept. 1, 1987	\$20.55 (\$18.45)
Oct. 1, 1987 and thereafter	\$21.70



Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Sept. 20, 1986-Sept. 1, 1987	Apr. 1, 1987, 60¢ Oct. 1, 1987, 45¢
Oct. 1, 1987 and thereafter	Apr. 1, 1988, 60¢

Early Retirement "30-and-Out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective:

Sept. 20, 1986-Sept. 1, 1987	\$1,070 (\$935)
Oct. 1, 1987 and thereafter	\$1,155

Recipients of these benefits and subsequent "30-and-Out" retirees will have the above benefits increased as shown below:

Retirement Date	Effective
Sept. 20, 1986-Sept. 1, 1987	Apr. 1, 1987, \$45 Oct. 1, 1987, \$30
Oct. 1, 1987 and thereafter	Apr. 1, 1988, \$50

#### Current Retirees

Basic Monthly Benefits Per Year of Service - Increased by \$1.

Supplemental Monthly Benefits Per Year of Service/Normal Retirement/Maximum 30 Years - Effective September 1, 1986, increased by \$1 for current retirees to a monthly maximum of \$15. For retirements commencing September 1986, \$17. For retirements commencing October 1987 and thereafter, \$18.

Early Retirement "30-and-Out" Special Allowance - Effective September 20, 1987, benefit increased by \$30 per month.

#### Special Pension Payments:

Two lump sum payments of a maximum \$200 each for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service, with a minimum of \$67, payable in December 1987 and December 1988. Surviving spouse receives 60% of the payments.

Effective October 1, 1989, all retirees receive lump sum payments that reflect the pension benefit increases negotiated at General Motors of Canada Ltd. in 1987 for the first year of a new contract.

Effective October 1, 1989, all employees who retire on or after October 1, 1987, receive the same pension benefit levels as employees of General Motors of Canada Ltd. who retire on the same date.

#### Supplemental Unemployment Benefit Plan:

Regular Weekly Benefit - Regular benefit plus UIC benefit and other compensation to equal 95% of employee's weekly after-tax pay, minus \$17.50 (\$12.50) for work-related expenses not incurred.



SUB Funding - Employer contributions per hour worked increased by 2¢ in the first contract year and by 1¢ in each of the following years, to a maximum of 28¢ in 1989.

Special Contingency Fund (new) - Employer contributes 50¢ per overtime hour worked in excess of 5% of all straight-time hours worked. Calculated on a 12-month rolling average and credited to assist SUB benefits financing.

Safety Shoe Allowance: \$35 once per year. (Previously, \$15.50 per pair for 2 pairs per year.)

First Aid Training Allowance: Employer will pay tuition costs for employees who enroll in CPR and first-aid training.

Bendix Heavy Vehicle Systems Inc. at London - Local 27, Canadian Auto Workers (CLC):  
Two 36-month renewal agreements effective from September 18, 1986 to September 15, 1989, covering 375 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 22/86</u>	<u>Sept. 21/87</u>	<u>Sept. 19/88</u>
Increases				
Production Employees	19¢ per hour	19¢ per hour	15¢ per hour	15¢ per hour
Office Employees	\$7.60 per week	\$6 per week	\$6 per week	\$6 per week
COLA Fold-in	\$1.04 per hour			
Additional Adjustments				
Production Employees	15¢-20¢ per hour	4¢ per hour		
Office Employees	\$4.80-\$8 per week	\$4.80-\$8 per week	\$8 per week for Quality Technician	
<u>Production Employees</u>				
Work Group II, General Assembler	\$13.37-\$13.57 (\$11.99-\$12.19)	\$13.56-\$13.76	\$13.71-\$13.91	
Work Group I, Skilled Maintenance	\$14.57-\$14.77 (\$13.14-\$13.34)	\$14.76-\$14.96	\$14.91-\$15.11	
<u>Office Employees</u> (Weekly Rates)				
Grade 1 (includes General Clerk)	\$483.20-\$494.00 (\$429.20-\$440.00)	\$494.00-\$504.80	\$500.00-\$510.80	

	<u>Sept. 22/86</u>	<u>Sept. 21/87</u>	<u>Sept. 19/88</u>
Grade 8	\$546.40-\$576.40	\$560.40-\$590.40	\$574.40-\$604.40
Quality Technician	(\$489.20-\$519.20)		

Start Rate for New Hires (new) - Production employees start at 50¢ per hour less than job rate for group I and \$1 per hour less for group II, progressing by 25¢ per hour every 3 months to job rates.

Maximum rates for production employees are reached after 6 months, for General Clerk after 18 months, and for Quality Technician after 24 months.

**Cost of Living Allowance:** 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the August 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

**Shift Premium:** 0-35¢-35¢ (0-30¢-30¢).

**Health and Welfare:** Life Insurance and A. D. & D. - Benefit is \$12,500 (\$12,000). Effective October 1, 1987, \$13,000. Effective October 1, 1988, \$13,500.

Life Insurance for Retirees - Benefit is \$1,250 (\$1,000).

Vision Care - Maximum claim is \$90 (\$80) every 2 years. Effective October 1, 1987, \$100.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

**Pension Plan:** Basic Benefit - \$12.50 (\$11.50) per month per year of service. Effective October 1, 1987, \$13.50.

Fleck Manufacturing Inc. at Huron Park - Local 1620, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from August 16, 1986 to August 16, 1988, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

<b>Wages:</b>	<u>Effective</u>	<u>Aug. 16/86</u>	<u>Aug. 16/87</u>
General Increases		41¢	44¢
General Labourer		\$6.31-\$6.60 (\$5.90-\$6.19)	\$6.75-\$7.04
Maintenance Skilled		\$8.56-\$8.85 (\$8.15-\$8.44)	\$9.00-\$9.29

Maximum rates are reached after 2 years. Effective August 16, 1987, after 1 year.

**Shift Premium:** 0-27¢-38¢ (0-24¢-35¢). Effective August 16, 1987, 0-30¢-40¢.

Lead Hand Premium: 43¢ (35¢). Effective August 16, 1987, 50¢.

Saturday Premium: Time and one-half for all hours worked. (Previously, time and one-half for the hours worked on Saturday that were in excess of 40 hours for the week.)

Vacation Pay: Pay is based on a full year's wages if employee was off work due to sickness, accident, maternity or W.C.B. leave but worked a minimum of 480 hours in the vacation year. (Previously, based on percentage of earnings.)

Bereavement Leave: 1 day's paid leave upon death of brother/sister-in-law (new).

Health and Welfare: Note: Employer pays 100% of premium costs for all health and welfare benefits. (Previously, employee contributed 50¢ per week.)

Life Insurance and A. D. & D. - Benefit is \$15,000 (\$12,000).

Drug Plan - Effective February 1, 1987, coverage broadened to equal Green Shield Plan D, as previously.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective March 1, 1988, the 1986 O.D.A. fee schedule.

TRW Canada Limited, Carr Division at Brantford - Local 397, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 1, 1986 to October 31, 1989, covering 508 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 1/86	Nov. 1/87	Nov. 1/88
General Increases		30¢	20¢	15¢
COLA Fold-in		92¢		
Skilled Trades Adjustment		10¢		
Additional Adjustments			5¢ for General Assembly	5¢ for General Assembly
Assembler		\$10.23 (\$9.01)	\$10.48	\$10.68
Tool & Die Maker		\$14.15 (\$12.83)	\$14.35	\$14.50

Cost of Living Allowance: 1¢ per 0.34 (0.37) point change in the Consumer Price Index - 1971=100, using the August 1986 index as the base. Adjusted quarterly.

Health and Welfare: Life Insurance and A. D. & D. - Effective November 1, 1987, benefit is \$14,000 (\$12,000). Effective November 1, 1988, \$15,000.

Vision Care - Maximum claim is \$100 (\$60) every 24 months.

Dental Plan - Effective November 1, 1987, coverage is based on the 1987 (1984) Ontario Dental Association fee schedule. Effective November 1, 1988, periodontic and endodontic rider added.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective November 1, 1987, \$10.

Early Retirement (new) - Employee at age 60 with 10 years of service may retire with an actuarially reduced pension.

Disability Retirement Benefit (new) - Employee at age 55 with 10 years of service may retire with a full pension.

## ELECTRICAL PRODUCTS

Inglis Limited at Toronto - Locals 2900 and 4487, United Steelworkers (AFL-CIO/CLC)  
(plant and office employees): Two 36-month renewal agreements effective from April 1, 1986 to March 31, 1989, covering 608 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 23/86</u>	<u>Mar. 29/87</u>	<u>Apr. 3/88</u>
COLA Fold-in		35¢		
COLA Advance		36¢		
General Increases		9¢	15¢	15¢
Skilled Trades and Standards Inspector Adjustments		70¢	15¢	10¢
<u>Hourly Rates</u>				
Job Class 3 (includes Light Assembler)		\$11.82 (\$11.02)	\$11.97	\$12.12
Job Class 21 (includes Tool & Die Maker)		\$15.34 (\$13.84)	\$15.64	\$15.89

Previous rates reflect a total of 75¢ COLA folded into wages during the previous agreement.

The following changes are effective September 23, 1986, unless stated otherwise.

Lump Sum Settlement Payment: \$400 per eligible employee and any current employee not recalled to work within 6 months following ratification.

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price index - 1971=100, using the December 1985 index as the base. Adjusted quarterly after the formula has generated the 36¢ advanced. Folded in

annually. (Basic formula is unchanged. Previously, diversions to fund the Short Work Week Plan.)

Shift Premium: 0-31¢-31¢ (0-29¢-29¢). Effective March 29, 1987, 0-33¢-33¢. Effective April 3, 1988, 0-35¢-35¢.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$14,000 (\$12,000). Effective April 1, 1987, \$15,000. Effective April 1, 1988, \$16,000.

Major Medical - Deductibles eliminated. (Previously, annual deductibles of \$10 for single coverage and \$20 for family coverage.)

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective April 1, 1987, the 1985 O.D.A. fee schedule. Effective April 1, 1988, the 1986 O.D.A. fee schedule.

Continuation of Benefits for Future Retirees (new) - Employer pays 50% of premium costs for Life Insurance, OHIP, Semi-Private Hospital, Prescription Drugs, Major Medical and Dental Plan for 36 months after retirement. Premium rates not to exceed the group rates paid on behalf of active employees.

Pension Plan: Basic Benefit - \$15 (\$13) per month per year of service to a maximum of 30 years. Effective March 29, 1987, \$15.50. Effective April 3, 1988, \$16.

Vesting - After 5 years of service with no age requirement. (Previously, after 10 years and age 40.) Effective January 1, 1987, after 2 years.

Disability Retirement (new) - Employee who becomes permanently and totally disabled on or after April 1, 1986 and who is eligible for early retirement, may receive an unreduced monthly pension for life or until no longer disabled. Employee may elect a post retirement benefit in lieu of monthly lifetime pension.

Early Retirement - Improved reduction factors range from 95%-50% (91.5%-45.5%) depending on the number of years retired in advance of age 65.

Prescription Safety Glasses: \$45 (\$35) per pair every 24 months. Effective March 29, 1987, \$50. Effective April 3, 1988, \$55.

Safety Shoe Allowance: \$40 (\$35) per year. Effective March 29, 1987, \$45. Effective April 3, 1988, \$50.

Job Security (new): Strachan Ave. Division will not be permanently closed during the term of these contracts.

## COMMUNICATION

Canada Post Corporation, system-wide - Postal Officials (Ind.) (postal supervisors):  
A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 1,353 Ontario employees, settled at the bargaining stage. Duration of negotiations - 11 months.



Wages:	Effective	<u>Jan. 1/86</u>	<u>Oct. 1/86</u>
	General Increases	3.15%	.32% non-compounded
	<u>Weekly Rates</u>		
	PO-SUP 1	\$602.14-\$618.87 (\$583.75-\$599.97)	\$604.01-\$620.79
	PO-SUP 7	\$744.49-\$767.20 (\$721.75-\$743.77)	\$746.79-\$769.58
	Maximum rates are reached on merit after 2 annual increases.		
Cost of Living Allowance:	1¢ per 0.26 point change in the Consumer Price Index - 1971=100, using the December 1985 index as the base. Adjusted quarterly. Triggered at 5% and payable as a lump sum. (Basic formula is unchanged. Formula did not trigger.)		
Paid Vacation:	Effective April 1, 1986, 4 weeks after 7 (8) years of service.		
Pre-Retirement Leave (new):	Employees at age 55 with 20 years of service or age 60 with 5 years of service as of April 1 in each year, receive 1 week's paid leave per year until retirement, to a maximum of 5 weeks.		
Health and Welfare:	<u>Vision Care and Hearing Aid (new)</u> - Effective December 1, 1986, employer pays 100% of premium costs. Maximum claim is \$120 every 24 months for vision care and \$600 every 5 years for hearing aid. <u>Dental Plan</u> - Effective September 29, 1986, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule.		

#### RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, province-wide - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 24-month renewal agreements effective from June 17, 1986 to June 13, 1988, covering 6,439 part-time and 2,563 full-time employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 29/86</u>	<u>June 17/87</u>
	Increase	Lump Sum Payments*	
	Full-time employees		40¢
	Part-time employees		35¢ for employee hired before Sept. 29/86
	Additional Adjustment	40¢ to maximum rate for Deli/Bake-off Dept. Charge Hand	

Sept. 29/86

June 17/87

Full-time Employees

Weekly Rates

(37 hours per week)

Service Clerk 0-18 months	\$216.15-\$468.57 (\$216.15-\$468.57)	\$230.95-\$483.37
Journeyman Meat Cutter	\$531.61 (\$531.61)	\$546.41
Meat Manager, Sales Volume \$10,100 to \$52,301 +	\$570.73-\$639.20 (\$570.73-\$639.20)	\$585.53-\$654.00

Part-time Employees

Hourly Rates

Hired before Sept. 29/86 0-36 months	\$4.35**-\$10.25 (\$4.00-\$10.25)	\$4.70-\$10.60
Hired after Sept. 29/86 0-48 months	\$4.35-\$10.25	\$4.35-\$10.60

\*\* Effective October 1, 1986, start rate reflects minimum wage in Ontario.

\*Lump Sum  
Payments:

Eligible full-time employees receive lump sum payments of \$200 each on October 1, 1986, March 1, 1987 and June 6, 1987. Eligible part-time employees hired before September 29, 1986 receive three lump sum payments calculated at 35¢ per hour worked during three specified time periods over the first contract year.

Economic  
Adjustments:

Eight quarterly payments of \$125 each for eligible full-time employee and 10¢ per hour worked for part-time employee continue.

Christmas Bonus  
(new):

Full-time employee with 12 months of service receives 1 week's pay at regular rate. Employee with less than 12 months of service receives a pro-rata bonus based on number of quarters worked. Eligible part-time employee with 12 months of service receives \$25, and with 6 months of service, \$15.

Health and  
Welfare:

Vision Care - Effective January 5, 1987, maximum claim is \$80 (\$50) every 24 months for frames, lenses, and prescription glasses.

Dental Plan - Effective September 29, 1986, employer contributes 13¢ (12¢) per straight time hour worked to the Ontario Retail Employees Dental Benefit Trust Fund. Effective January 5, 1987, 14¢.

Pension Plan:

Plan is not negotiable for 48 months.

Basic Benefit - Full-time - \$22 (\$21) per month per year of credited service. Effective June 15, 1987, \$23. Effective June 13, 1988, \$24. Effective June 12, 1989, \$25.

Basic Benefit - Part-time - \$7 (\$6) per month per year of credited service. Effective June 15, 1987, \$8. Effective June 13, 1988, \$9. Effective June 12, 1989, \$10. Credited Service is based on 700 (800) hours worked per year including W.C.B. leave for employee absent after June 16, 1986.

Future Retirees - Employee receives basic benefit for credited service to a maximum of 40 (38) years excluding qualifying year for retirement after June 16, 1986.

Early Retirement (new) - Benefit is actuarially reduced for retirement prior to age 63.

**Travel Allowance:** 20¢ (17¢) per kilometre where distance is greater than 4 kilometres for employee on temporary transfer.

Great Atlantic and Pacific Company of Canada Limited, New Dominion Stores Division at Toronto and various other centres throughout Southern Ontario - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from June 22, 1986 to June 25, 1988, covering 5,500 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 24/86	June 22/87
Increase		Lump Sum Payments*	
Full-time employees			40¢**
Part-time employees			35¢ for employee hired before Sept. 24/86

Full-time Employees

Weekly Rates

(37 hours per week)

Clerk A	\$264.63-\$457.59	\$264.63-\$472.39
0-12 months	(\$264.63-\$457.59)	

Meat Cutter	\$462.25-\$509.51	\$462.25-\$524.31
0-12 months	(\$462.25-\$509.51)	

Part-time Employees

Hourly Rates

Hired before September 22, 1986

Student	\$4.93-\$9.87	\$5.28-\$10.22
0-36 months	(\$4.93-\$9.87)	

	<u>Oct. 24/86</u>	<u>June 22/87</u>
Non-Student 0-36 months	\$5.18-\$9.87 (\$5.18-\$9.87)	\$5.53-\$10.22

Hired after September 22, 1986

Student 0-48 months	\$4.93-\$9.87	\$4.93-\$9.87
Non-Student 0-48 months	\$5.18-\$9.87	\$5.18-\$9.87

\*\* Increase is prorated with zero increase on start rates to 100% of increase on maximum rates.

\*Lump Sum Payments: Eligible full-time employees receive lump sum payments of \$300 each on October 24, 1986, February 20, 1987, and June 19, 1987. Eligible part-time employees hired before September 22, 1986 receive three lump sum payments calculated at 35¢ per hour worked, paid on the same dates.

Economic Adjustments: Eight quarterly payments of \$125 (\$91) each for eligible full-time employee.

Pension Plan: Plan is not negotiable for 48 months.

Basic Benefit - Effective June 22, 1986, \$18 per month per year for all past service. (Previously, \$18 for service after January 1, 1979; contributory plan prior to 1979.) Effective June 22, 1987, \$19. Effective June 22, 1988, \$20. Effective June 22, 1989, \$20.50.

Steinberg Inc., Miracle Food Mart Division at locations throughout southern Ontario - Locals 175 and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from June 22, 1986 to June 21, 1988, covering 6,123 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 21/86</u>	<u>June 22/87</u>
	Increase	Lump sum payments*	
	Full-time employees		40¢
	Part-time employees		35¢**
	<u>Full-time Employees</u>		
	<u>Weekly Rates</u>		
	37 hours per week		
	Service Clerk 0-12 months	\$249.17-\$463.67 (\$249.17-\$463.67)	\$263.97-\$478.47
	Meat Cutter 0-30 months	\$271.62-\$529.27 (\$271.62-\$529.27)	\$286.42-\$544.07



Sept. 21/86

June 22/87

Part-time Employees

Hourly Rates

Hired before Sept. 21/86 0-36 months	\$5.31-\$10.16 (\$5.31-\$10.16)	\$5.31-\$10.51
Hired after Sept. 21/86 0-48 months	\$4.35-\$10.51	\$4.35-\$10.51

\*\* All part-time employees receive the increase, except for those hired after September 21, 1986. The increase will be incorporated into the top rates of the wage grid only; the rest of the grid remains unchanged.

**\*Lump Sum  
Payments:**

Eligible full-time employees receive lump sum payments of \$300 each on October 9, 1986, March 5, 1987, and June 4, 1987. Eligible part-time employees receive 35¢ per hour worked, paid as a lump sum on the same dates.

**Economic  
Adjustments:**

Eight quarterly payments of \$150 each for eligible full-time employee and 10¢ per hour worked for part-time employee continue.

**Health and  
Welfare:**

Employer Contribution - Effective September 22, 1986, 8¢ (6¢) per hour worked to a jointly administered health and welfare plan. Effective March 23, 1987, 10¢.

Dental Plan - Effective September 22, 1986, employer contributes 13¢ (12¢) per hour worked to a jointly administered plan. Effective January 1, 1987, 14¢.

T. Eaton Company Limited at Bramalea, Scarborough and Toronto - Various Locals, Retail, Wholesale Employees (AFL-CIO/CLC) (part-time employees):  
Three 12-month renewal agreements effective from May 13, 1986 to May 12, 1987, covering 361 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

**Wages:**

Effective May 13/86

Average Increase 4%

Scarborough Store

Seasonal Employee \$4.67  
(\$4.50)

Designer Fitter Furs \$10.94-\$13.14  
(\$10.52-\$12.63)

Maximum rate for Designer Fitter Furs is reached after three 1000-hour periods.



## FINANCE, INSURANCE AND REAL ESTATE

Ontario Hospital Association and Ontario Blue Cross at Toronto - Locals 1 and 2, OHA/Blue Cross Employees' Association (Ind.) (office and clerical employees): Two\* 24-month renewal agreements effective from August 24, 1986 to August 23, 1988, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

\* Previously one agreement.

Wages:	Effective	Aug. 24/86	Aug. 24/87
	Increases	2% plus an additional 1%-3% based on merit	3%-5% based on merit
	Additional Adjustment	** 1 Grade added to the grid	
	<u>Bi-weekly Rates</u>		
	Grade 40 3 levels	\$473-\$639 (\$459-\$620)	\$493-\$666
	**Grade 46 (new) 3 levels	\$834-\$1,129 (\$809-\$1,094)	\$867-\$1,173

Maximum rates are reached on merit.

Previous rates reflect an average 6.25% increase effective August 24, 1985 as a result of a wage reopener in the second year of the 1984-85 contract.

Paid Vacation: Effective January 1, 1987, 4 weeks after 10 (12) years of service. Effective January 1, 1988, 5 weeks after 18 (20) years of service.

Bereavement Leave: 3 days' paid leave upon death of aunt or uncle (new).

Health and Welfare: Vision Care - Effective October 1, 1986, maximum claim is \$150 (\$125) every 2 years.

## EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 345 employees, settled at the post mediation bargaining stage. Duration of negotiations - 20 months.

Wages:	Effective	Sept. 1/85	Feb. 1/86
	General Increases	3.5%	2%

	<u>Sept. 1/85</u>	<u>Feb. 1/86</u>
Teacher-Category 1 0-5 years	\$16,027-\$21,889 (\$15,485-\$21,149)	\$16,348-\$22,327
Teacher-Category 4 0-11 years	\$20,192-\$34,977 (\$19,509-\$33,794)	\$20,596-\$35,677
Teacher-Category 7 0-11 years	\$24,158-\$44,180 (\$23,341-\$42,686)	\$24,641-\$45,064

	<u>June 1/86</u>	<u>Sept. 1/86</u>
Effective		
General Increases	1.1%	4.4%
Teacher-Category 1	\$16,528-\$22,573	\$17,255-\$23,566
Teacher-Category 4	\$20,823-\$36,069	\$21,739-\$37,656
Teacher-Category 7	\$24,912-\$45,560	\$26,008-\$47,565

	<u>Feb. 1/87</u>
Effective	
General Increase	.75%
Teacher-Category 1	\$17,384-\$23,743
Teacher-Category 4	\$21,902-\$37,938
Teacher-Category 7	\$26,203-\$47,922

Responsibility Allowances:

Principal - Increased in accordance with the general salary increases.

	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
Vice-Principal	\$275 (\$263) plus \$229 (\$219) per occupied classroom	\$287 plus \$239
Supervisor, Elementary	\$3,250 (\$3,140)	\$3,380
Supervisor, K-13	\$8,163 (\$7,870) plus an additional \$350 per year for supervising 2 or more full-time equivalent teachers (new)	\$8,490

Extra Degree Allowances:

	<u>Sept. 1/86</u>
Bachelor of Education	\$114 (\$110)
Other Bachelor's Degree	\$343 (\$330)
Master's Degree	\$686 (\$660)
Doctor's Degree	\$1,144 (\$1,100)

Course Allowance:	\$75 (\$50) per week when required to attend an approved summer course. \$75 (\$50) travel allowance for other approved courses when distance travelled exceeds 32 kilometres.
Health and Welfare:	Dental Plan - Effective January 1, 1987, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective August 31, 1987, the 1985 O.D.A. fee schedule.
Pension Plan:	Early Retirement Incentive Plan (new) - Eligible employee aged 55 years or older with a minimum 10 consecutive years of service, and whose age plus length of service equals less than 90, may elect to retire between January 1, 1987 and August 31, 1988 and receive a lump sum payment of between \$1,000 and \$10,000 depending upon age at retirement. Maximum of 4 applicants per year.

Carleton Roman Catholic Separate School Board at Nepean - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 820 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 19 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Jan. 1/86</u>	<u>Sept. 1/86</u>
General Increases		3%	1% non-compounded	3.5%
Teacher-Category 1 0-7 years		\$16,403-\$24,033 (\$15,925-\$23,333)	\$16,562-\$24,266	\$17,142-\$25,115
Teacher-Category 4 0-12 years		\$21,674-\$35,754 (\$21,043-\$34,713)	\$21,885-\$36,102	\$22,651-\$37,366
Teacher-Category 7 0-14 years		\$26,944-\$48,066 (\$26,159-\$46,666)	\$27,205-\$48,533	\$28,157-\$50,232
Co-ordinator		\$44,314-\$52,258 (\$43,023-\$50,736)	\$44,744-\$52,765	\$46,310-\$54,612
<u>Principal</u>				
Less than 600 pupils		\$45,305-\$53,080 (\$43,985-\$51,534)	\$45,744-\$53,595	\$47,345-\$55,471
601 pupils and over - senior elementary, senior, and junior high schools		\$47,716-\$55,514 (\$46,326-\$53,897)	\$48,179-\$56,053	\$49,865-\$58,015

Responsibility, Special Education and Graduate Degree Allowances: Increased in accordance with the general salary increases.

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 218 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/86</u>	<u>Jan. 1/87</u>
	Increases	3.5% with a minimum of 37¢	1.9% with a minimum of 23¢
	Group 2 (includes Clerk-Typist)	\$8.09-\$9.97 (\$7.72-\$9.60)	\$8.32-\$10.20
	Intermediate Programmer/Analyst	\$13.49-\$16.72 (\$13.03-\$16.15)	\$13.75-\$17.04
	Effective	<u>July 1/87</u>	<u>June 1/88</u>
	General Increases	4.5%	10¢
	Group 2 (includes Clerk-Typist)	\$8.69-\$10.66	\$8.79-\$10.76
	Intermediate Programmer/Analyst	\$14.37-\$17.81	\$14.47-\$17.91

Maximum rates are reached after 3 annual increases.

**Paid Vacation:** Effective June 30, 1987, 4.5 weeks after 18 years of service (new). Effective June 30, 1988, 5 weeks after 18 (19) years.

**Health and Welfare:** OHIP - Effective July 1, 1987, employer pays 90% of single coverage premium costs for part-time employees (new).

Dental Plan - Coverage is updated annually to the previous year's (1984) Ontario Dental Association fee schedule.

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 470 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	General Increases	3.9%	.83%
	Teacher-Category D 0-4 years	\$18,565-\$24,860 (\$17,870-\$23,925)	\$18,720-\$25,065
	Teacher-Category A1 0-10 years	\$23,050-\$39,365 (\$22,187-\$37,885)	\$23,245-\$39,690
	Teacher-Category A4 0-10 years	\$27,215-\$48,000 (\$26,192-\$46,200)	\$27,440-\$48,400

	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>	
	<u>Principal</u>		
	fewer than 18 teachers 0-4 years	\$49,430-\$54,522 (\$47,575-\$52,475)	\$49,840-\$54,975
	18 or more teachers 0-6 years	\$49,430-\$56,927 (\$47,575-\$54,790)	\$49,840-\$57,400
Responsibility Allowances:	Vice-Principal 0-2 years	\$1,650-\$3,300 (\$1,585-\$3,170)	\$1,660-\$3,320
	French and Special Education Co-ordinators	\$3,170 (\$3,050)	\$3,195
	Media Centre Co-ordinator	\$4,175 (\$4,020)	\$4,210
	Satellite School Leader	\$570 (\$550) plus \$125 (\$120) per classroom	\$575 plus \$125 per classroom
	Principal, Pelee Island	\$515 (\$495) per teacher supervised	\$520
Isolation Allowance:	\$1,025 (\$985) for teacher at Pelee Island. Effective February 1, 1987, \$1,035.		
Graduate Degree Allowances:	\$675 (\$550) for Master's degree and \$885 (\$765) for Ph.D. degree. Effective February 1, 1987, \$680 for Master's degree.		
Health and Welfare:	<u>Drug Plan</u> - \$1 (35¢) deductible for generic (new) and prescription drugs.		
	<u>Dental Plan</u> - Coverage is extended to cover crowns, bridges, in-lays and on-lays (new).		
Travel Allowances:	Eligible employee receives a maximum \$104.20 (\$89.20) per day for meals and accommodation when attending course, conference or seminar; or maximum \$80 (\$65) for accommodation where meals are included.		
Pension Plan:	<u>Early Retirement Incentive Plan</u> - \$12,000 (\$10,000) for employee 55 or older with 10 years service, retiring in the first year of eligibility.		
<u>Hastings County Board of Education at Belleville - Local 1022, Canadian Union of Public Employees (CLC) (custodial and maintenance employees, bus and truck drivers): A 12-month renewal agreement effective from April 19, 1986 to April 18, 1987, covering 202 employees, settled at the bargaining stage. Duration of negotiations - 4 months.</u>			
Wages:	Effective	<u>Apr. 19/86</u>	
	General Increase	4%	



Apr. 19/86

Custodian \$9.99-\$10.45  
(\$9.61-\$10.05)

Maintenance "A" \$11.76  
(\$11.31)

Maximum rate for Custodian is reached after one 3-month and 2 annual increases.

Safety Shoe Allowance: \$45 (\$40) per calendar year.

Hastings County Board of Education at Belleville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 554 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	3%	1.85%
	Teacher-Category D 0-6 years	\$17,399-\$24,116 (\$16,893-\$23,414)	\$17,721-\$24,562
	Teacher-Category A1 0-11 years	\$21,745-\$37,563 (\$21,112-\$36,469)	\$22,147-\$38,258
	Teacher-Category A4 0-14 years	\$25,150-\$47,371 (\$24,417-\$45,991)	\$25,615-\$48,247
	<u>Principal</u> 0-4 years		
	"B" School	\$48,635-\$52,294 (\$47,218-\$50,771)	\$49,535-\$53,261
	"A" School	\$51,249-\$54,910 (\$49,756-\$53,311)	\$52,197-\$55,926

Responsibility Allowance: Vice-Principal - \$3,500 (\$3,360).

Master's Degree Allowance: \$625 (\$600) per year.

Second Degree Allowance: \$365 (\$350) per year.

Bereavement Leave: Maximum 3 days' paid leave upon death of brother/sister/son/daughter-in-law and grandchild (new).

Health and Welfare: Long Term Disability Plan - Employee pays 100% (50%) of premium costs.

Major Medical - Employer pays 100% (75%) of premium costs. Coverage is extended to include paramedic and chiropractic services (new).

Dental Plan - Employer pays 100% (50%) of premium costs.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,335 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	General Increases	4.21%	0.61%
	Teacher-Category A1 0-10 years	\$23,557-\$38,669 (\$22,605-\$37,107)	\$23,701-\$38,906
	Teacher-Category A4 0-10 years	\$27,462-\$47,520 (\$26,353-\$45,600)	\$27,630-\$47,810
	Vice-Principal 0-3 years	\$51,215-\$55,949 (\$49,146-\$53,689)	\$51,528-\$56,291
	Principal 0-3 years	\$57,806-\$63,624 (\$55,471-\$61,054)	\$58,160-\$65,013

Responsibility Allowances: Increased by 3.71%.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Travel Allowance: \$750 (\$700) per year for Principal, \$375 (\$300) for Vice-Principal, and \$800 (unchanged) for teaching staff.

Toronto City Board of Education - Local 3111, Canadian Union of Public Employees\* (CLC): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 564 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

\* Previously Educational Assistants' Association (Ind.).

Wages:	Effective	<u>Jan. 1/86</u>	<u>Apr. 1/86</u>
	General Increases	4%	1%
	<u>Annual Rates</u>		
	Educational Assistant	\$10,137-\$12,762 (\$9,747-\$12,271)	\$10,238-\$12,890

Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
General Increases	4%*	1%
Educational Assistant	\$10,648-\$13,406	\$10,754-\$13,540

\* Conditional wage re-opener if the Toronto Consumer Price Index increases by more than 6% above the December 1986 index.

Maximum rate is reached after 3 annual increases.

**Paid Vacation:** 26 days after 24 (25) years of service, 27 days after 25 (26) years, 28 days after 26 (27) years, 29 days after 27 (28) years, and 30 days after 28 (29) years. Effective January 1, 1987, 26 days after 23 years, 27 days after 24 years, 28 days after 25 years, 29 days after 26 years and 30 days after 27 years.

**Health and Welfare:** Vision Care - Effective November 1, 1986, maximum claim for eyeglasses is \$75 (\$70), and for medically prescribed contact lenses is \$150 (new), every 24 months per person.

Hearing Aid - Effective November 1, 1986, maximum claim is \$500 every 3 years. (Previously, \$400 once per lifetime.)

Dental Care - Effective November 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC)  
(custodians, maintenance employees and bus drivers): A 36-month renewal agreement effective from May 1, 1986 to April 30, 1989, covering 234 employees, settled at the bargaining stage.  
Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>May 1/86</u>	<u>May 1/87</u>	<u>May 1/88</u>
General Increases		50¢	39¢	33¢
COLA Fold-in		11¢		
Custodian (previously, Caretaker)		\$12.79 (\$12.18)	\$13.18	\$13.51
Maintenance		\$13.64 (\$13.03)	\$14.03	\$14.36
Preventive Maintenance		\$14.06 (\$13.45)	\$14.45	\$14.78
Effective			<u>Nov 1/88</u>	
General Increase			13¢	
Custodian			\$13.64	

Nov 1/88

Maintenance	\$14.49
Preventive Maintenance	\$14.91

Start Rates (new) - Newly hired employees receive 85% of job rate, progressing in three 6-month increases of 5% to the job rate. (Previously, after 4 months.)

Cost of Living Allowance: 1¢ per 0.3 point rise is the Consumer Price Index - 1971=100, using the December 1988 index as the base. One adjustment in April 1989. (Basic formula is unchanged.)

Shift Premium: 0¢-30¢-33¢ (0¢-25¢-28¢).

Paid Vacation: Effective May 1, 1987, 6 weeks after 30 years of service (new). A maximum 10 employees per year who have 10 or more years of service may each carry forward up to 10 vacation days into the following vacation year (new).

Paid Paternity Leave (new): Effective May 1, 1986, 1 day of leave upon birth of child.

Ryerson Polytechnical Institute Board of Governors at Toronto - Faculty Association  
(Ind.): A 12-month renewal agreement effective from July 1, 1986 to June 30, 1987, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/86</u>
	General Increase	4.3%
	Teacher-3 Year Degree 0-14 years	\$26,640.14-\$49,188.83 (\$25,541.84-\$47,160.91)
	Teacher-4 Year Degree 0-14 years	\$28,006.96-\$51,234.53 (\$26,852.31-\$49,122.27)
	Teacher-Master's Degree 0-14 years	\$30,740.69-\$55,335.11 (\$29,473.34-\$53,053.80)
	Teacher-Ph.D./M.Phil. 0-11 years	\$35,180.71-\$55,335.11 (\$33,730.31-\$53,053.80)
	Librarian 0-11 (0-9) years	\$26,096.19-\$43,432.48 (\$25,020.32-\$38,074.40)
	Counsellor 0-12 (0-11) years	\$30,634.66-\$52,001.32 (\$29,371.68-\$47,756.18)

Sabbatical Leave: Faculty member with 6-9 or more years of service and 3-4 1/2 years of service following return from previous leave or toward first eligible leave, has the option of paid leave for one-half year, instead of one year, at 60%-90% of regular salary. (Entitlement to one year's paid leave at 60%-90% of regular

salary for faculty members with 6 or more years of service is maintained.)

Health and  
Welfare:

Continuation of Benefits for Early Retirees (new) - Employer continues to pay from 80% to 40% of premium costs of existing benefits from age 55 to 64 respectively.

Professional  
Development  
Fund (new):

Employee to be reimbursed up to \$100 maximum annually for eligible expenses, with any unused amount being carried forward to the following year.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month renewal agreement effective from May 1, 1986 to April 30, 1987, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/86</u>
	Increase	4.7% or 50¢ per hour, whichever is greater
	Building Custodian 1	\$9.31 (\$8.81)
	Electrician	\$13.64 (\$13.03)

Shift Premium: 0-30¢-55¢ (0-24¢-49¢).

Health and  
Welfare:

Major Medical for Retirees - Maximum claim is \$25,000 (\$10,000).

Athletics  
Facilities  
Subsidy (new):

Effective September 1, 1985, employee with 1 or more years of continuous service will be eligible for a 50% subsidy towards annual facility fees.

#### HEALTH AND WELFARE SERVICES

St. Mary's General Hospital at Kitchener - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from January 19, 1986 to January 18, 1988, covering 350 employees, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
	General Increases	40¢	42¢
	Additional Adjustments	10¢ for Morgue Attendant and Maintenance "B", 25¢ for Electrician	15¢ for Morgue Attendant and Maintenance "B", 25¢ for Electrician



	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
Dietary Aide 0-3 years	\$9.37-\$9.69 (\$8.97-\$9.29)	\$9.79-\$10.11
R.N.A. 0-3 years	\$10.69-\$11.10 (\$10.20-\$10.70)	\$11.11-\$11.52
Maintenance Electrician	\$12.74 (\$12.09)	\$13.41
Standby Pay:	Effective September 17, 1986, \$1.40 (\$1.25) per hour.	
Paid Vacation (part-time):	10% after 17 years of service (33,000 hours worked).	
Vacation Pay (full-time):	Effective May 1, 1987, 5 weeks after 17 (20) years of service.	
Clothing Allowance:	Effective January 1, 1987, \$60 (\$40) per year for full-time employees and 3 3/4¢ (2 1/2¢) per hour for part-time employees.	
Health and Welfare:	<u>Life Insurance</u> - Effective September 17, 1986, employer pays 100% (90%) of premium costs.	

Metropolitan Toronto Association for the Mentally Retarded, Residential Services and Vocational and Industrial Services at Toronto - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Three 24-month renewal agreements effective from July 1, 1986 to June 30, 1988, covering 534 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/86</u>	<u>Sept. 22/86</u>	<u>July 1/87</u>
	Increases	3%		3% for full-time and part-time residential and part-time vocational services employees
	Additional Adjustment		2% for certain part-time residential services and vocational services employees	

#### Annual Rates

#### Residential Services (Full-Time)

Residential Counsellor 1-A	\$13,233-\$15,097 (\$12,848-\$14,657)	\$13,696-\$15,625
----------------------------------	--	-------------------

	<u>July 1/86</u>	<u>Sept. 22/86</u>	<u>July 1/87</u>
Residential	\$19,744-\$22,706		\$20,435-\$23,501
Counsellor	(\$19,169-\$22,045)		
111			

Vocational and Industrial Services  
(Full-time)

Instructor	\$18,375-\$21,133		\$18,375-\$21,133
11	(\$17,840-\$20,517)		
Vocational	\$26,028-\$29,933		\$26,028-\$29,933
Counsellor	(\$25,270-\$29,061)		
111			

Maximum rates are reached on merit.

Health and  
Welfare (full-  
time):

Vision Care (new) - Effective September 22, 1987, employer pays 50% of premium costs.

Mileage  
Allowance:

Effective September 22, 1987, 25¢ (22¢) per kilometre.

SERVICES TO BUSINESS MANAGEMENT

Gelco Express/B.D.C. Ltd., Inter-city - Various Locals, Teamsters (Ind.): A 36-month renewal agreement effective from September 1, 1986 to August 31, 1989, covering 500 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
Increases		20¢-\$1	50¢	60¢
Courier Driver	\$12.05-\$12.65		\$12.55-\$13.15	\$13.15-\$13.75
4 (3) levels	(\$11.75-\$12.15)			
Mechanic	\$15.20		\$15.70	\$16.30
	(\$14.20)			

Maximum rate for Courier Driver is reached after 18 (12) months.

Health and  
Welfare:

Dental Plan - Effective October 1, 1986, plan is extended to cover bridges, crowns, caps, inlays and onlays, with the maximum claim increased to \$1,500 (\$500) per year.

Vision Care - Effective October 1, 1986, maximum claim is \$100 every 2 years (\$60 per year). Maximum claim for eligible employee for contact lenses is \$200 every 2 years (new).

Pension Fund  
(full-time):

Employer Contribution - \$30 (\$25) per month. Effective March 1, 1988, \$35.

# PERSONAL SERVICES

CN Hotels Inc. carry on business as L'Hotel at Toronto - Local 269, Railway, Transport and General Workers (CLC) (full-time and part-time service employees): A 15-month first agreement effective from September 25, 1986 to December 31, 1987, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/87

Increase	
Non-Gratuity Employees	4%
Gratuity Employees	3%

## Non-Gratuity Employees

Utility Attendant	\$6.83
	(\$6.57)

Senior Tradesman	\$11.47
Licensed	(\$11.03)

## Gratuity Employees

Bell Person	\$4.78
	(\$4.64)

Waiter/ess	\$5.02
	(\$4.87)

Rates shown are minimum rates. Employer may pay a higher rate depending on circumstance.

Start Rates - Newly hired employee may receive up to 15% less than minimum rate for the first 3 months and up to 10% less for the next 3 months.

Lump Sum Payment: \$125 for non-gratuity employees and \$75 for gratuity employees.

Hours of Work: 8 hours or 10 hours per day, depending on assignment, and 40 hours per week.

Paid Rest Period: One 15-minute break in each half of a regular shift.

Overtime Pay: Time and one-half for all hours worked beyond the regular daily schedule, except for Waiter/ess who receives regular rate for the first half hour of overtime and time and one-half thereafter.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day are recognized for a total of 10 days.

Paid Vacation: 3 weeks after 4 years of service.

Bereavement Leave: Maximum 3 days' paid leave upon death of spouse, child, sister, brother, parent or parent-in-law. 1 day's paid leave upon death of grandparent.

**Jury Duty Leave:** Employer pays the difference between regular pay and fees received.

**Health and Welfare:** A full range of benefits are provided by employer covering Life Insurance, A. D. & D., Supplemental Health Care, Dental Plan and Disability Insurance. Details are not available.

OHIP - Full-time Employees Hired Before September 13, 1986 -  
Employer pays 100% of premium costs for single coverage for all employees. Effective January 1, 1987, employer pays 50% of additional premium costs for family coverage. Effective June 1, 1987, 75% of additional premium costs for family coverage.

OHIP - Full-time Employee Hired After September 13, 1986 -  
Employer pays 50% of premium costs for single and family coverage for employee with less than 12 months of service, and 75% for employee with 12 or more months of service.

**Pension Plan:** Details are not available.

**Employee Discounts:** Eligible employees receive discounts on food and beverage and complementary hotel stays according to the policy set out by CN Hotels Inc.

# FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (general technical, technical inspection, and social science support groups): A 15-month renewal agreement effective from September 18, 1986\* to December 21, 1987, with wages retroactive to December 22, 1984, covering 2,844 Ontario employees, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

\* Previous agreement expired December 21, 1984.

Wages:	Effective	<u>Dec. 22/84</u>	<u>Dec. 22/85</u>	<u>Dec. 22/86</u>
	General	3.75%	3.5%	3.25%
	Increases			
	<u>Annual Rates</u>			
	<u>General Technical Group</u>			
	4 levels			
	GT-1	\$22,615-\$24,481 (\$21,798-\$23,596)	\$23,407-\$25,338	\$24,168-\$26,161
	GT-8	\$52,770-\$57,770 (\$50,863-\$55,682)	\$54,617-\$59,792	\$56,392-\$61,735
	<u>Technical Inspection Group</u>			
	4 levels			
	TI-1	\$23,708-\$25,713 (\$22,851-\$24,784)	\$24,538-\$26,613	\$25,335-\$27,478

	<u>Dec. 22/84</u>	<u>Dec. 22/85</u>	<u>Dec. 22/86</u>
TI-8	\$47,281-\$51,913 (\$45,572-\$50,037)	\$48,936-\$53,730	\$50,526-\$55,476
<u>Social Science Support Group</u>			
SI-1 6 levels	\$24,384-\$28,037 (\$23,503-\$27,024)	\$25,237-\$29,018	\$26,057-\$29,961
SI-8 4 levels	\$54,694-\$59,930 (\$52,717-\$57,764)	\$56,608-\$62,028	\$58,448-\$64,044
Paid Vacation:	4 weeks after 9 (10) years of service and 5 weeks after 20 (22) years.		
Meal Allowance:	\$5 (\$4) after 3 hours of overtime and \$4 (\$3) after 4 more hours.		
Job Security (new):	Subject to the willingness and capacity of individual employees to accept relocation and retraining, the employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.		
Technological Change:	An improved technological change clause includes minimization of adverse effects resulting from such change, training provisions, and a longer notice period.		

#### Addenda

#### June 1986 Settlement

#### EDUCATION AND RELATED SERVICES

Ottawa Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 300 employees, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
General Increases		4.75%	4%
Teacher-Level 1 0-6 years		\$17,372-\$23,799 (\$16,584-\$22,720)	\$18,067-\$24,751
Teacher-Level 4 0-11 years		\$22,662-\$39,076 (\$21,634-\$37,304)	\$23,568-\$40,639
Teacher-Level 7 0-11 years		\$27,481-\$48,613 (\$26,235-\$46,409)	\$28,580-\$50,558

Responsibility and Special Allowances: Increased in accordance with the general salary increases.



Health and Welfare: Dental Plan - Coverage is based on the 1985 (1983) Ontario Association fee schedule.

July 1986 Settlements

TRANSPORTATION EQUIPMENT

SKD Company, Manufacturing Division, at Amherstburg - Local 89, Canadian Auto Workers

(CLC): A 36-month renewal agreement effective from December 5, 1986 to December 4, 1989, with wages and premium pay retroactive to July 18, 1986, covering 512 employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 6 weeks.

Wages:	Effective	July 18/86	Dec. 5/87	Dec. 5/88
General Increases		30¢	30¢	25¢
Skilled Trades Adjustments		5¢	5¢	10¢
COLA Fold-in		\$1.23		
Grade 16 (includes General Help)		\$14.08-\$14.28 (\$12.55-\$12.75)	\$14.38-\$14.58	\$14.63-\$14.83
Grade 1 (Tool & Die Designer)		\$16.16-\$16.36 (\$14.58-\$14.78)	\$16.51-\$16.71	\$16.86-\$17.06

Maximum rates are reached after 6 months.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the May 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective July 18, 1986, 0-30¢-40¢ (0-25¢-36¢).

Lead Hand Premium: Effective July 18, 1986, 20¢ (15¢) per hour for Production Lead Hands. Effective December 5, 1987, 25¢. Effective December 5, 1988, 30¢ for Production Lead Hands and 30¢ (25¢) for Skilled Trade Lead Hands.

Note: The following benefits will be increased on each of the contract anniversary dates to the amounts shown, unless otherwise stated.

Health and Welfare: Life Insurance - Benefit is \$19,000 (\$18,000), \$20,000, and \$21,000.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500). \$4,500, and \$5,000.

A. D. & D. - Benefit is \$15,000 (\$14,000), \$16,000 and \$17,000.

Weekly Indemnity - Benefit is \$320 (\$260) or UIC maximum, whichever is greater, \$340 and \$360.

Long Term Disability - Benefit is \$550 (\$450) per month, \$650 and \$733.

Vision Care - Maximum claim is \$75 (\$60). Effective December 5, 1988, \$80.

Dental Plan - Coverage continues to be updated annually to the current year's Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$18 (\$17) per month per year of service, \$19 and \$20.

Supplemental Benefit - \$12 (\$11) per month per year of service, \$13 and \$14.

Current Retirees Benefit - Effective December 5 in each contract year, all current retirees receive \$400 lump sum payment. Surviving spouses receive \$200 lump sum payment in each year.

Safety Shoe Allowance: \$50 (\$45) per year. Effective December 5, 1988, \$55.

#### EDUCATION AND RELATED SERVICES

Northumberland and Newcastle Board of Education at Cobourg - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 676 employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/86
	General Increase	4.15%
	Teacher-Category D 0-6 years	\$19,130-\$24,080 (\$18,370-\$23,120)
	Teacher-Category A1 0-11 years	\$24,050-\$38,190 (\$23,090-\$36,670)
	Teacher-Category A4 0-12 years	\$27,700-\$48,120 (\$26,600-\$46,200)
	<u>Principal</u> 0-2 years	
	B School - fewer than 9 teachers	\$52,500-\$54,500 (\$49,140-\$50,980)
	A School - 9 or more teachers	\$54,500-\$56,500 (\$50,980-\$53,270)
	Co-ordinator	\$57,135 (\$54,070)

Responsibility Allowances:	Vice-Principal and Consultant	\$3,775 (\$3,700)
Health and Welfare:	<u>Drug Plan</u> - 50¢ deductible per prescription (new).	
	<u>Dental Plan</u> - Benefit extended to include plates and partials (new).	

# FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (physical sciences group):  
A 24-month renewal agreement effective from May 16, 1986 to May 15, 1988, covering 467 Ontario employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 16/86</u>	<u>May 16/87</u>
	General Increases	3.5%	3.5%
	Additional Adjustment	\$2,888 for PC-1, level 1	
	<u>Annual Rates</u>		
	PC-1 on merit	\$19,282-\$37,502 (\$15,840-\$36,234)	\$19,957-\$38,815
	PC-5 5 levels	\$57,860-\$66,108 (\$55,903-\$63,872)	\$59,885-\$68,422

**Paid Vacation:** Effective July 10, 1986, 4 weeks after 9 (10) years of service.  
Effective April 1, 1987, 4 weeks after 8 years.

**Standby Pay:** 1/2 hour's pay for each 4-hour period or portion thereof.  
(Previously, \$8 for each 8-hour period or portion thereof, except \$16 on a paid holiday or day off.)

**Terminable Allowance:** Oil and Gas Specialists' allowance to be phased out, with the final payment on October 28, 1987 of \$175 to \$300, depending on classification. (Previously, \$1,350 to \$2,100 depending on classification.)

**Meal Allowance:** \$5 (\$4.75) after 3 hours of overtime and \$4.50 (\$3.75) after 4 more hours.

**Severance Pay:** First Layoff after June 27, 1969 - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service, no maximum (previously, to a maximum of 28 weeks).

Second or Subsequent Lay-off - 1 week's pay per year of service, less any previous severance pay (previously, to a maximum of 27 weeks).

August 1986 Settlement

EDUCATION AND RELATED SERVICES

University of Western Ontario, Physical Plant Department at London - Local 2361,  
Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from May 1, 1986 to April 30, 1987, covering 300 employees, settled at the conciliation officer stage and ratified in August 1986. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/86</u>
	General Increase	4%
	Service Worker 1	\$7.82 (\$7.51)
	Caretaker Intermediate 1	\$10.03 (\$9.64)
	Electrician	\$15.42 (\$14.82)

Paid Adoption Leave (new): 2 weeks at 95% of salary plus a maximum of 15 weeks at the difference between 95% of salary and UIC benefit.

Tool Allowance: Increased by \$10 per year for all eligible employees except Painter and Serviceman.

CA2211

2

C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
OCTOBER 1986

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	364
October 1986 Settlements	
Food and Beverage .....	367
Rubber and Plastics Products .....	367
Textile .....	368
Furniture and Fixture .....	369
Primary Metal .....	370
Machinery .....	371
Electrical Products .....	373
Chemical and Chemical Products .....	374
Transportation .....	374
Storage .....	376
Electric Power, Gas and Water Utilities .....	376
Retail Trade .....	377
Education and Related Services .....	381
Health and Welfare Services .....	390
Addenda	
June 1986 Settlement .....	396
August 1986 Settlement .....	397
September 1986 Settlement .....	398





## Highlights

### Retail Food Industry

In October, more settlements were negotiated in the retail food industry, covering 10,700 full-time and part-time employees at Loblaw's Supermarkets Ltd. and Oshawa Foods Div. of the Oshawa Group Ltd. The four agreements involved were renewed for 2 years ending on April 30, 1988 at Loblaw's and July 2, 1988 at Oshawa Foods.

The wage terms at both companies were similar to those negotiated last month at the Great Atlantic and Pacific Co. of Canada and Steinberg Inc. In lieu of wage adjustments in the first year, full-time employees settled for three lump-sum payments calculated at 40 cents an hour worked; and part-timers agreed to three payments calculated at 35 cents an hour at Oshawa Foods and some Loblaw's stores and at 40 cents at other Loblaw's stores.

In the second year, full-time employees at Loblaw's will receive increases ranging from 20 cents an hour on start rates to 40 cents on maximum rates, while part-timers will receive 40 cents at some stores and 35 cents at other stores on top rates. At Oshawa Foods, 40 cents will be paid on top rates for full-timers, and 35 cents for part-timers hired prior to October 27, 1986.

Other terms of the settlements included:

- At Loblaw's: a \$20 increase, to \$100, in the maximum biennial claim for vision care benefits; extension of drug plan coverage to part-time employees after one year of service and single dependents; establishment of severance pay for full-timers with 3 or more years of service, based on one week's pay for each year of service to a maximum of \$5,000; and provision for up to 12 weeks' paid leave of absence for union education.
- At Oshawa Foods, for full-time employees: a \$34 increase, to \$125, in the quarterly economic adjustments; weekly indemnity benefits of 66 2/3 percent of straight time gross earnings, instead of the UIC maximum; a \$500 increase, to \$1,500 a month, in long-term benefits; a 2-cent increase in the employer's contribution to the dental fund, to 14 cents an hour worked; and a 17-cent increase to the industry pension fund, to 47 cents an hour.

### Hospital Care

Arbitration awards settled the terms of new agreements for 26,000 employees represented by the Public Employees (CUPE) and the Service Employees (SEIU) unions in central bargaining with 117 hospitals across the province. The new agreements will run for 2 years expiring on September 28, 1987 for CUPE and October 10, 1987 for SEIU.

The CUPE award provided wage increases of 5 percent on September 29, 1985 and 4.5 percent on September 29, 1986. The SEIU award provided increases of 5 percent on November 16, 1985 and 4.03 percent on November 16, 1986.

Both awards standardized shift premiums at 45 cents an hour, vacation schedules at 3 weeks after 3 years of service, 4 weeks after 8 years and 5 weeks after 17 years, and employer contributions to the premiums for semi-private hospital care at 100 percent and to the premiums for hearing care benefits at 75 percent. In addition, full-time employees will be protected against lay-offs when jobs are converted to part-time status, and the use of volunteers will be restricted to the practice existing at June 1, 1986. However, existing superior conditions were maintained.

In another arbitration, 340 employees represented by the Service Employees union at the Chatham Public General Hospital were awarded a 4 percent increase in wages in each year of two agreements that were renewed for 2 years ending on September 15, 1987. Other terms included a reduction in the service required for 5 weeks' paid vacation, from 20 to 17 years; an increase in the employer's contribution to semi-private hospital care, from 50 to 75 percent of the premiums; and a new provision granting paid education leave.

In a negotiated settlement between the Public Employees union and the Oshawa General Hospital, 800 employees received a first-year wage increase of 5 percent, a second-year increase of 4.5 percent, and other terms similar to those obtained by the union in the central arbitration award discussed above. The new agreement will run to September 28, 1987.

Index to Settlements Reported, October 1986

Employer and Location	Union	Page
Canada, system-wide	Cdn. Auto Workers (CLC) (full-time and part-time sales dept. empls.)	374
vin Automotive of Canada Ltd., Concord	United Steelworkers (AFL-CIO/CLC)	397
ots Drug Stores (Canada) Ltd., Ottawa	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	380
Cambridge Towel Corp. and Elco Kitchen Products Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	368
aterpillar of Canada Ltd., Brampton and Mississauga	Cdn. Auto Workers (CLC)	371
atham Public General Hospital	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	390
TV Television Network Ltd., system-wide	Canadian TV and Radio Artists (CLC) (TV performers and writers)	398
urham Board of Education, Oshawa	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	381
eneral Signal Ltd., Edwards Unit, Owen Sound	United Steelworkers (AFL-CIO/CLC)	373
aley Industries Ltd., Haley	United Steelworkers (AFL-CIO/CLC)	370
alton Board of Education, Burlington	Ont. Secondary School Teachers' Fed. (Ind.)	382
nter-City Corp., ICG Utilities (Ont.) Ltd. Div., northern and central Ont.	United Steelworkers (AFL-CIO/CLC) (operational and clerical empls.)	376
itchener City Corp., Transit Div., Dept. of Transportation Services	Railway, Transport and General Workers (CLC)	375
akehead Terminal Elevators Assn. (Cargill Ltd., Manitoba Pool Elevators, Parrish and Heimbecker, Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay	Railway Clerks (AFL-CIO/CLC)	376
ambton County Board of Education, Sarnia	Ont. Secondary School Teachers' Fed. (Ind.)	383
oblaws Supermarkets Ltd., Ottawa, Toronto and locations throughout southern Ontario	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	378

Index to Settlements Reported, October 1986

Employer and Location	Union
Loblaws Supermarkets Ltd., various Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)
McMaster University, Hamilton	Cdn. Educational Workers (Ind.)
Niagara Regional Municipality, Homes for Senior Citizens, Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC) (full-time and part-time service empls.)
Niagara South Board of Education, Welland	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)
Oshawa General Hospital	CUPE (CLC) (full-time and part-time service empls.)
Oshawa Group Ltd., Oshawa Foods Div., Toronto and other Southern Ontario centres	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)
Ottawa Civic Hospital and 64 other hospitals, province-wide	Ont. Council of Hospital Unions, CUPE (CLC) (full-time and part-time service, office and clerical and paramedical empls.)
Ottawa-Carleton Children's Aid Society, Ottawa	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)
Oxford County Board of Education, Woodstock	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)
Professional Assn. of Canadian Theatres, Canada-wide	Actors Equity (CLC)
Renfrew County Board of Education, Pembroke	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)
Renfrew County Corp., Bonnechere Manor, Renfrew	CUPE (CLC) (full-time and part-time service empls.)
Renfrew County Roman Catholic Separate School Board, Pembroke	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)
Ryerson Polytechnical Institute Board of Governors, Toronto	Cdn. Educational Workers (Ind.) (part-time and full-time sessional instructors)

Index to Settlements Reported, October 1986

Employer and Location	Union	Page
Simcoe County Board of Education, Barrie	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time office, clerical and technical empls. and TMR classroom aides)	386
Klar-Peppler Inc., Toronto Division and Warehouse	United Steelworkers (AFL-CIO/CLC)	369
Standard Products (Canada) Ltd., Stratford, Plants 1 and 2	Railway, Transport and General Workers (CLC)	367
Steinberg Inc., Trillium Meats Div., Etobicoke	Food and Commercial Workers (AFL-CIO/CLC)	367
Sterling Drug Ltd., Aurora	Energy and Chemical Workers (production and maintenance empls.)	374
Toronto, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall	Assn. des Enseignants Franco-Ontariens (Ind.)	386
Sunnybrook Medical Centre and 50 other hospitals, province-wide	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	392
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	387
York University, Toronto	Staff Assn. (CCU) (office, clerical, laboratory and technical empls.)	389



FOOD AND BEVERAGE

Steinberg Inc., Trillium Meats Division at Etobicoke - Local 633, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 22, 1986 to June 21, 1988, covering 336 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 22/86</u>	<u>June 22/87</u>
	General Increases	3%	3%
	Additional Adjustment	wage schedule for Casual Workers revised	
	<u>Weekly Rates</u> (40 hours per week)		
	Meat Processor 0-15 months	\$303.62-\$515.57 (\$294.78-\$500.55)	\$312.73-\$531.04
	Journeyman Meatcutter	\$598.93 (\$581.49)	\$616.90
	Certified Licensed Tradesman	\$650.49 (\$631.55)	\$670.00
	<u>Hourly Rates</u>		
	Casual Worker 0-12 (0-36) months	\$6.56-\$7.41	\$6.76-\$7.63
Economic Adjustments:	Eight quarterly payments of \$150 each for eligible full-time employees continue.		
Health and Welfare:	<u>Employer Contribution</u> - Effective October 13, 1986, 8¢ (6¢) per hour worked to a jointly administered health and welfare plan. Effective March 23, 1987, 10¢.		
	<u>Dental Plan</u> - Effective October 13, 1986, employer contributes 13¢ (12¢) per hour worked to a jointly administered plan. Effective March 23, 1987, 14¢.		

RUBBER AND PLASTICS PRODUCTS

Standard Products (Canada) Limited at Stratford, Plants 1 and 2 - Local 451, Railway, Transport and General Workers\* (CLC): A 36-month renewal agreement effective from October 1, 1986 to September 30, 1989, covering 322 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

\* Previously Local 154, Canadian Rubber Workers, National Council of Canadian Labour (Ind.)

ages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	COLA Fold-ins	35¢	35¢	35¢
	Increases			
	Direct Labour	40¢	30¢	30¢
	Indirect Labour	60¢	48¢	48¢
	<u>Plant 1</u>			
	Direct Labour	\$8.23	\$8.88	\$9.53
	Group 20 (Light Labour Mainlines)	(\$7.48)		
	Indirect Labour	\$10.25-\$10.30	\$11.08-\$11.13	\$11.91-\$11.96
	Group 13 (includes Material Handler)	(\$9.30-\$9.35)		
	Indirect Labour	\$10.93-\$11.13	\$11.76-\$11.96	\$12.59-\$12.79
	Group 15 (Maintenance)	(\$9.98-\$10.18)		

Maximum rates are reached after 45 working days.

ost of Living  
allowance:

Of the total \$2.16 COLA generated under previous agreements, \$1.05 is folded into wages over the life of this agreement and \$1.11 continues to float.

1¢ per 0.33 point change in the Consumer Price Index - 1971=100, using the July 1986 index as the base. Adjusted quarterly.  
(Basic formula is unchanged.)

Shift Premium:

0-35¢-35¢ (0-30¢-35¢).

Health and  
Welfare:

Life Insurance and A. D. & D. - Benefit is \$15,000 (\$14,000).

Vision Care - Maximum claim for eyeglasses is \$150 every 24 months per employee and dependents and \$250 every 24 months for medically necessary contact lenses. (Previously, maximum claim was \$100 every 24 months.)

Dental Plan - Coverage is based on the 1986 (1983) Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (new) and maximum benefit for basic and major services is \$1,000 per calendar year (new).

Pension Plan:

Basic Benefit - For retirements after September 30, 1988, \$13 (\$12) per month per year of service.

## TEXTILE

Cambridge Towel Corporation and Elco Kitchen Products Limited at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1986 to October 31, 1988, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/86</u>	<u>Nov. 1/87</u>
	General Increases	31¢	31¢
	Additional Adjustments	25¢ to base rate for Weaver and Fixer	
	General Help	\$6.61 (\$6.30)	\$6.92
	Mechanic Class I	\$9.56 (\$9.25)	\$9.87
Shift Premium:	0-25¢-30¢ (0-10¢-15¢).		
Paid Holidays:	Remembrance Day is deleted and replaced with a floating day during the Christmas break period.		
Vacation Bonus (new):	\$50 per employee with 5-12 years of service and \$100 per employee with 12 or more years of service, payable prior to plant shutdown.		
Bereavement Leave:	Maximum 3 days' paid leave upon death of stepchild, and eligible common-law spouse (new).		
Health and Welfare:	<u>Vision Care</u> - Maximum claim is \$45 (\$30) every 24 months for frames.		

#### FURNITURE AND FIXTURE

Sklar-Peppler Inc., Toronto Division and Warehouse - Local 51, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 7, 1986 to September 6, 1988, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 7/86</u>	<u>Mar. 7/87</u>
	General Increases	30¢	10¢
	Trimmer	\$7.25 (\$6.95)	\$7.35
	Maintenance Class III	\$11.68 (\$11.38)	\$11.78
	Effective	<u>Sept. 7/87</u>	<u>Mar. 7/88</u>
	General Increases	20¢	20¢
	Trimmer	\$7.55	\$7.75
	Maintenance Class III	\$11.98	\$12.18
Health and Welfare:	<u>Weekly Indemnity</u> - Effective November 1, 1986, maximum benefit is \$160 (\$150). Effective July 1, 1987, \$170.		

Dental Plan - Effective July 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective July 1, 1988, the 1987 O.D.A. fee schedule.

ension Plan (new): Plan to be introduced effective January 1, 1987. Applicable to employees with 2 or more years of service, with vesting after 2 years. Benefit is \$5 per month per year of future service. Other details have yet to be established.

safety Shoe Allowance: \$35 (\$30) per year.

# PRIMARY METAL

aley Industries Limited at Haley - Local 4820, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 16, 1986 to September 15, 1989, covering 270 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

ages:	Effective	<u>Sept. 16/86</u>	<u>Sept. 16/87</u>	<u>Sept. 16/88</u>
	COLA Fold-in	28¢		
	COLA Guarantees	30¢	30¢	30¢
	General Increases	30¢	20¢	20¢
	Job Class Increment		12¢ (11¢)	13¢
	Trades and Craft Add-on	22¢	2¢	2¢
	Job Class 5 (includes Maintenance Labourer)	\$10.71 (\$9.83)	\$11.21	\$11.71
	Job Class 23 (includes Pattern Maker Aircraft)	\$12.91 (\$11.81)	\$13.37	\$14.05

ump Sum Settlement Payment: \$500 per eligible employee.

ost of Living Allowance: 1¢ per 0.45 point rise in the Consumer Price Index - 1971=100, using the September 1986 index as the base. Adjusted quarterly. Folded in annually. Minimum guarantee of 30¢ in each contract year. (Basic formula is unchanged. Previously, minimum guarantee of 30¢, 25¢ and 20¢ in each contract year respectively.)

hift Premium: 0-30¢-40¢ (0-20¢-30¢).

eat Treatment Premium (new): 25¢ per off-shift hour for Attendants required to work on week-end.

acation Bonus (new): \$50 per vacation week between February 1 and April 30.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$18,000). Effective September 16, 1987, \$22,000. Effective September 16, 1988, \$24,000.

Weekly Indemnity - Benefit is \$250 (\$200) payable on a 1-1-4-26 basis. Effective September 16, 1987, 1-1-4-39 basis. Effective September 16, 1988, 1-1-4-52 basis.

Dental Plan - Coverage is updated annually to the previous year's (1983) Ontario Dental Association fee schedule. \$25 annual deductible eliminated.

Pension Plan: Basic Benefit - \$13 (\$10.70) per month per year of service from 1979.

Safety Shoe Allowance: Effective September 16, 1987, \$65 (\$60) per year. Effective September 16, 1988, \$70.

# MACHINERY

Caterpillar of Canada Ltd. at Brampton and Mississauga - Local 252, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from September 1, 1986 to September 1, 1989, covering 250 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>
	Adjustments	Wage schedule revised; Number of Labour Grades reduced to 6 (11); number of job classifications reduced to 22 (52)

Grade 1 (Shop Helper)	\$13.00
--------------------------	---------

Labour Grade 6 (includes Tool & Die Maker)	\$15.42
--	---------

Cost of Living Allowance: 5¢ COLA generated during the previous agreement continues to float. Special Canadian Allowance of 40¢ is added to the float in the first year, 35¢ in the second year and 24¢ in the third year, for a total of 99¢.

1¢ per full 0.11 point increase in the Consumer Price Index - 1981=100, using 127.95 as the base figure. 1¢ diverted from each of the first 9 quarterly adjustments and 2¢ from the remaining adjustments for a total of 13¢ over the contract term. Diversions will not exceed the amount generated in any quarterly period. (Previously, 1¢ per 0.26 point increase in the combined Canada-U.S. Consumer Price Index - 1967=100.)

Health and Welfare: Life Insurance - Maximum benefit is \$32,750 (\$25,000).

A. D. & D. - Maximum benefit is \$36,750 (\$29,750).



Transition Survivor Income Benefit - Maximum \$375 (\$300) per month for surviving spouse with dependent child or for dependent child without parents; \$350 (\$325) for surviving spouse or surviving child.

Bridging Survivor Income Benefit - Maximum \$350 (\$300) per month for surviving spouse.

Dental Plan - Reimbursement for certain procedures increases to 100% (90%). Payment for certain routine procedures once every 9 (6) months. Effective October 1, 1986, maximum lifetime orthodontic benefit is \$1,000 (\$800).

ension Plan:

Future Retirees

Basic Monthly Benefits Per Month Per Year of Service/Normal Retirement - Varies by retirement date as shown:

For retirements effective:

Sept. 1, 1986 - Sept. 1, 1987	\$18.95 (\$18.45)
Sept. 1, 1987 - Sept. 1, 1988	\$19.45
Sept. 1, 1988 and thereafter	\$22.05

Recipients of these benefits and subsequent retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Sept. 1, 1986 - Sept. 1, 1987	Sept. 1, 1987, 50¢
Sept. 1, 1987 and thereafter	Sept. 1, 1988, \$2.60

Early Retirement "30-and-out" Special Allowance - Total monthly benefit varies by retirement date as shown:

For retirements effective:

Sept. 1, 1986 - Sept. 1, 1987	\$985 (\$935)
Sept. 1, 1987 - Sept. 1, 1988	\$1,035
Sept. 1, 1988 and thereafter	\$1,205

Recipients of these benefits and subsequent "30-and-out" retirees will have the above benefits periodically increased as shown below:

Retirement Date	Effective
Sept. 1, 1986 - Sept. 1, 1987	Sept. 1, 1987, \$50
Sept. 1, 1987 and thereafter	Sept. 1, 1988, \$170

Current Retirees

Basic Monthly Benefits Per Year of Service - Increased by 50¢. Effective September 1, 1987, 50¢.

Supplemental Monthly Benefits Per Year of Service/Normal Retirement - \$16 (\$15) to a maximum 30 (25) years. Effective September 1, 1987, \$17. Effective September 1, 1988, \$18.

Early Retirement "30-and-out" Special Allowance - Benefits increased \$30 per month.

General Terms

Earnings Limitation: Effective in 1986, earnings limit for "30-and-out" retirees receiving Special Allowances is \$9,200 (\$7,500). Effective in 1987, \$9,600. Effective in 1988, \$10,000.

Special Pension Payments: Two lump sum payments for employees who retired prior to September 1, 1986, payable in September 1987 and 1988 to a maximum of \$200 each for all retirees with 30 or more years of service; \$6.67 per year of service for retirees with less than 30 years of service, with a minimum of \$67 each. Surviving spouse receives 60% of the payments.

Supplemental Unemployment Benefit Plan: Regular Weekly Benefit - Payable for a maximum of 104 (52) weeks for employees with 10 or more years of service.

Employer Contributions - Effective September 1, 1987, increased by 2¢ per hour, to a maximum of 21¢ per hour.

Paid Education Leave: Employer contributes \$1,500 (\$1,000) semi-annually for a total of \$9,000 (\$6,000) during the term of the agreement.

ELECTRICAL PRODUCTS

General Signal Limited, Edwards Unit, at Owen Sound - Local 7466, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1986 to September 30, 1988, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Mar. 30/87</u>	<u>Oct. 1/87</u>
General Increases		40¢		41¢
Job Class Increment			11¢-16¢ (10¢-15¢)	
Grade 3 (includes Assembler B)	\$8.42 (\$8.02)		\$8.44	\$8.85
Grade 21 (Tool and Die Maker)	\$11.11 (\$10.71)		\$11.31	\$11.72

Shift Premium: 45¢ (40¢) per hour for afternoon shift and 50¢ per hour for evening shift (new).

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$12,000 (\$11,500). Effective October 1, 1987, \$12,500.

Weekly Indemnity - Maximum benefit is \$235 (\$225). Effective October 1, 1987, \$245.

Pension Plan: Basic Benefit - \$10 (\$9.50) per month per year of service. Effective October 1, 1987, \$10.50.

Early Retirement (new) - Employee with 30 years of service may retire at age 62 with full pension.

## CHEMICAL AND CHEMICAL PRODUCTS

Sterling Drug Ltd. at Aurora - Local 435, Energy and Chemical Workers (production and maintenance employees): A 24-month renewal agreement effective from May 6, 1986 to May 5, 1988, covering 200 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 6/86</u>	<u>May 6/87</u>
	General Increases	4.75%	4%
	Skilled Trades Adjustment	25¢-50¢	
	Packaging Operator	\$9.09 (\$8.68)	\$9.45
	Production Mechanic	\$15.02 (\$14.09)	\$15.62

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Health and Welfare: Dental Plan - Effective October 3, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective May 1, 1987, the 1986 O.D.A. fee schedule.

Meal Allowance: \$5 (\$4).

## TRANSPORTATION

Air Canada, system-wide - Local 2213, Canadian Auto Workers\* (CLC) (full-time and part-time sales department employees): A 24-month renewal agreement effective from September 22, 1986 to September 18, 1988, covering 1,122 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

\* Previously, Canadian Air Line Employees (CLC).

Wages:	Effective	<u>Sept. 22/86</u>	<u>Sept. 21/87</u>
	Increases	4% to top rate, 3% to all others	3%

### Weekly Rates

Passenger Agent and Communications Agent	\$302.51-\$572.99 (\$293.70-\$550.95)	\$311.59-\$590.18
--	--	-------------------

Maximum rates are reached after 9 increments over 4 1/2 years.

Shift Premium: 0-40¢-48¢ (0-38¢-45¢). Effective September 21, 1987, 0-42¢-50¢.

Bereavement Leave: Maximum 7 days leave, including 3 paid days. (Previously, maximum 4 calendar days, with pay for regularly scheduled work days.)

Health and Welfare: Life Insurance-Full-time Employees - Maximum benefit is \$55,000 (\$50,000). Employer pays 100% of premium costs for up to \$45,000 (\$40,000) coverage and 50% of any additional coverage.

Life Insurance-Part-time Employees - Benefit is \$22,500 (\$20,000).

Vision Care - Maximum claim is \$90 (\$75) every 24 months.

Dental Plan - Lifetime maximum orthodontic benefit is \$1,500 (\$1,000) per dependent under 21 years.

Cleaning Allowance: \$15 (\$12) for uniforms.

Meal Allowance: \$6 (\$5) for eligible employee.

Travel Allowance: \$40 (\$36) per day.

Kitchener City Corporation, Transit Division, Department of Transportation Services - Local 304, Railway, Transport and General Workers (CLC): A  
24-month renewal agreement effective from June 1, 1986 to May 31, 1988, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
	General Increases	4%	4%
	General Labour	\$11.44 (\$11.00)	\$11.90
	Bus Operator	\$12.19-\$12.58 (\$11.72-\$12.10)	\$12.68-\$13.09
	Machinist	\$13.54 (\$13.02)	\$14.08

Maximum rate for Bus Operator is reached after two 6-month increases.

Health and Welfare: Vision Care - Effective June 1, 1987, maximum claim for eyeglasses and contact lenses is \$100 (\$80) every 24 months for employees and dependents 21 years and under.

Dental Plan - Coverage is based on the current year's (1983) Ontario Dental Association fee schedule.

# STORAGE

Lakehead Terminal Elevators Association (Cargill Limited, Manitoba Pool Elevators, Parrish and Heimbecker, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited) at Thunder Bay - Local 650, Railway Clerks (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1985 to January 31, 1988, covering 1,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 21 months.

Wages:	Effective	<u>Feb. 1/85</u>
	General Increase	3%
	Labour (Unit G)	\$14.77 (\$14.34)
	Electronic Technician (Unit B)	\$16.06 (\$15.59)
	<u>Start Rate for New Hires</u> - \$12.37 (\$13.49).	

Cost of Living Allowance: 1.3¢ per 0.1 point increase in the Consumer Price Index - 1981=100, above 143.0. Adjusted monthly with the last adjustment based on the November 1987 index. (Previously, 5¢ per point rise in the CPI 1971=100, above 301.5. Formula did not trigger.)

Health and Welfare: Weekly Indemnity - Effective October 9, 1986, benefit is \$325 (\$275).

# ELECTRIC POWER, GAS AND WATER UTILITIES

Inter-City Corporation, ICG Utilities (Ontario) Ltd. Division, previously Northern and Central Gas Corporation Limited, northern and central Ontario - Locals 7356 and 7846, United Steelworkers (AFL-CIO/CLC) (operational and clerical employees): Four 32-month renewal agreements effective from October 1, 1986 to May 31, 1989, covering 212 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
	General Increases	4%	3.5%	2.5%
	Additional Adjustments	10¢ to Level A, B & C and 36¢ to Level D & E Step 4 clerical rates prior to 4% increase		
	<u>Operational Employees</u>			
	Labourer	\$12.47 (\$11.99)	\$12.91	\$13.23



	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
Welder-Pipeline (Certified)	\$16.18 (\$15.56)	\$16.75	\$17.17
Standby Pay (operational employees):	\$24 per day on a statutory holiday (new). \$19 (\$18) per day for up to 24 hours on a regular day off. Effective October 1, 1987, \$20. Effective October 1, 1988, \$21.		
Paid Vacation:	Effective January 1, 1987, 5 weeks after 17 (18) years of service.		
Bereavement Leave:	3 days' paid leave upon death of grandparent-in-law (new).		
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Effective January 1, 1987, benefit is \$35,000 (\$30,000).  <u>Dental Plan</u> - Effective January 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1986 O.D.A. fee schedule.		
Meal Allowance:	\$6.75 (\$6.50) after 2 hours of overtime.		
Safety Prescrip- tion Glasses (operational employees):	Employer contributes 70% (65%) towards the cost of one pair for designated employees.		
Away From Home Allowances (operational employees):	<u>Overnight Premium</u> - \$4.50 (\$4) per day for employees required to work away from established service centre and stay overnight. Effective October 1, 1987, \$5.  <u>Meal Allowance</u> - \$6.75 (\$6.50) after 3 (2) hours of overtime plus 1/2 hour paid meal break.		

## RETAIL TRADE

Loblaws Supermarkets Limited at various Ontario centres - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 6,000 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/86</u>	<u>May 1/87</u>
Increase		Lump sum payments*	40¢**
<u>Full-time Employees (Days)</u>			
Cashier, Service Clerk, Wrapper and Meat Clerk 0-18 months		\$7.83-\$13.26 (\$7.83-\$13.26)	\$8.03-\$13.66
Meat Cutter 0-24 months		\$8.20-\$14.26 (\$8.20-\$14.26)	\$8.40-\$14.66

May 1/86

May 1/87

Part-time Employees (Days)\*\*\* \$5.84-\$10.565 \$6.04-\$10.965  
0-36 months (\$5.84-\$10.565)

\*\* Full-time employees - Increase is pro-rated from 50% on start rates to 100% on maximum rates. Part-time employees - Increase applies to maximum rate only.

\*\*\* Hourly rates for newly hired part-time employees set at \$4.50-\$10.56 for the duration of the agreement, with wage progression of 48 months.

Lump Sum  
Payments:

In the first contract year, three lump sum payments of 40¢ per hour worked for eligible employees.

Health and  
Welfare:

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Drug Plan - Effective May 1, 1987, plan is extended to cover part-time employees with 1 year of service and single dependents (new).

Continuation of Benefit (full-time) (new) - Employer continues to pay health and welfare premiums for a maximum of 12 months for employees on lay-off.

Severance Pay  
(full-time)  
(new):

1 week's pay for each year of service to a maximum of \$5,000 for full-time employees with 3 or more years of seniority.

Paid Education  
Leave (new):

Maximum 12 weeks per year for employees involved in union education.

Loblaws Supermarkets Limited at Ottawa, Toronto and locations throughout southern Ontario - Locals 175\* and 633, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees):  
Three 24-month renewal agreements effective from May 1, 1986 to April 30, 1988, covering 3,700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

\* Includes previously separate Locals 206 and 486

Wages:

Effective Oct. 15/86 May 1/87

Increase	Lump Sum Payments*	
Full-time employees		40¢**
Part-time employees		35¢ on top rates

Full-time Employees (Days)

Cashier, Service Clerk, Meat Clerk and Wrapper 0-18 months	\$7.83-\$13.26 (\$7.83-\$13.26)	\$8.03-\$13.66
Meat Cutter 0-24 months	\$8.20-\$14.26 (\$8.20-\$14.26)	\$8.40-\$14.66

	<u>Oct. 15/86</u>	<u>May 1/87</u>
<u>Part-time Employees (Days)</u>	\$5.84-\$10.565	\$5.84-\$10.915
0-36 months	(\$5.84-\$10.565)	

\*\* Increase is pro-rated from 50% on start rates to 100% on maximum rates.

\*Lump Sum  
Payments:

In the first contract year, three lump sum payments of 40¢ per hour worked for eligible full-time employees and 35¢ for eligible part-time employees.

Health and  
Welfare:

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Drug Plan - Effective May 1, 1987, plan is extended to cover part-time employees and single dependents (new).

Severance Pay  
(full-time)  
(new):

1 week's pay for each year of service to a maximum of \$5,000 for full-time employees with 3 or more years of seniority.

Oshawa Group Limited, Oshawa Foods Division, previously Canada Safeway at Toronto and other Southern Ontario centres - Local 175,\* Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 24-month renewal agreement effective from July 6, 1986 to July 2, 1988, covering 993 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

\*Previously, Locals 206 and 486.

Wages:

Effective	<u>July 6/86</u>	<u>July 5/87</u>
Increase	Lump sum payments*	
Full-time employees		40¢**
Part-time employees		35¢**

The following rates apply to employees hired after ratification 1978.

Full-Time Employees  
0-30 months

Cashier/Wrapper/ Bakery/Sales	\$7.10-\$12.83 (\$7.10-\$12.83)	\$7.10-\$13.23
Grocery-Produce Clerk/ File Maintenance/Baker	\$7.26-\$13.51 (\$7.26-\$13.51)	\$7.26-\$13.91
Meat Cutter	\$7.95-\$14.16 (\$7.95-\$14.16)	\$7.95-\$14.56
<u>Part-time Employees</u> 0-48 (0-36) months	\$4.88-\$10.15 (\$4.88-\$10.15)	\$4.88-\$10.50

\*\* All employees receive the increase, except for part-time employees hired after October 26, 1986. The increase will be incorporated into the top rate of the wage grid only; the rest of the grid remains unchanged.

Top rates for employees hired prior to ratification 1978:

Full-time Employees

Effective	July 6/86	July 5/87
Cashier/Wrapper/ Bakery/Sales	\$13.00 (\$13.00)	\$13.40
Grocery-Produce Clerk/ File Maintenance/Baker	\$13.71 (\$13.71)	\$14.11
<u>Part-time Employees,</u> (Student and Non-Student)	\$10.20 (\$10.20)	\$10.55

Lump Sum  
payments: In the first contract year, three lump sum payments of 40¢ per hour worked for eligible full-time employees and 35¢ for eligible part-time employees.

economic  
adjustments  
(full-time): Eight quarterly payments of \$125 (\$91) each.

Health and  
Welfare (full-  
time): The following changes are effective October 27, 1986, unless stated otherwise.

Weekly Indemnity - Maximum benefit is 66 2/3% of straight time gross earnings (UIC maximum).

Long Term Disability - Maximum monthly benefit is \$1,500 (\$1,000), less income from C.P.P. or other approved sources.

Dental Plan - Effective January 4, 1987, employer contributes 13¢ (12¢) per straight time hour worked. Effective January 3, 1988, 14¢.

Continuation of Benefits - Group Insurance and OHIP benefits maintained for a maximum of 10 days when on leave of absence without pay.

Pension Plan  
(full-time): Canadian Commercial Workers Industry Fund - Effective January 3, 1988, employer contributes 35¢ (30¢) per hour for future service credits. Effective December 31, 1989, 41¢. Effective December 29, 1991, 47¢.

Ottawa Drug Stores (Canada) Ltd. at Ottawa - Local 414, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from June 7, 1986 to June 6, 1988, covering 205 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>June 7/86</u>	<u>June 7/87</u>
	General Increases	4%	3%
	Waitress	\$6.80-\$7.08 (\$6.54-\$6.81)	\$7.01-\$7.29
	Pharmacy Assistant	\$7.03-\$7.69 (\$6.76-\$7.39)	\$7.24-\$7.92

Maximum rates are reached after 18 months.

Additional Adjustment - For employees hired on or after October 19, 1986, wage grids revised with start rates equal to 70% of to rates, and each 6-month increment equal to an additional 5%.

Bereavement Leave: Effective June 7, 1986, 1 day's paid leave upon notification of death in the family (new).

Health and Welfare: Dental Plan - Effective June 7, 1986, employer contributes 15¢ (12¢) per hour worked to a maximum of 40 hours per week per employee.

#### EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):  
12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,775 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	General Increases	4.1%	.51%
	Teacher-Category D 0-5 years	\$17,824-\$24,547 (\$17,122-\$23,560)	\$17,915-\$24,672
	Teacher-Category A1 0-11 years	\$23,202-\$38,538 (\$22,288-\$36,940)	\$23,320-\$38,734
	Teacher-Category A4 0-11 years	\$27,131-\$48,208 (\$26,062-\$46,109)	\$27,269-\$48,453
	<u>Principal</u>		
	B School 0-1 year	\$52,900-\$53,860 (\$50,720-\$51,641)	\$53,500-\$54,100
	A School 0-3 (0-2) years	\$54,718-\$57,159 (\$52,563-\$54,408)	\$54,997-\$57,450
Special Educa- tion Allowance:	\$425 (\$420) per year.		
Graduate Degree Allowance:	\$725 (\$700).		



Health and Welfare: Dental Plan - Coverage is based on the 1985-(1983) Ontario Dental Association fee schedule.

Vision Care - Effective January 1, 1987, maximum claim is \$100 (\$60) every 2 years.

Hamilton Board of Education at Burlington - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 1,253 employees, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

Salaries:	Effective	Sept. 1/86	Sept. 1/87
	General Increases	4.3%	4.3%
	Additional Adjustments	\$450 to Vice-Principal and Principal maximum rates	
	Teacher-Category 1 0-9 years	\$22,725-\$38,596 (\$21,788-\$37,005)	\$23,702-\$40,256
	Teacher-Category 4 0-12 years	\$27,902-\$49,042 (\$26,752-\$47,020)	\$29,102-\$51,151
	Vice-Principal 0-2 (0-3) years	\$55,493-\$58,089 (\$52,173-\$55,263)	\$57,879-\$60,587
	Co-ordinator 0-3 years	\$54,803-\$59,102 (\$52,544-\$56,665)	\$57,160-\$61,643
	Principal 0-2 (0-3) years	\$60,508-\$65,450 (\$55,643-\$62,752)	\$63,110-\$68,264

Responsibility Allowances:	Consultant and Head	\$4,375 (\$4,275)
	Associate Head	\$3,370 (\$3,270)

Related Experience Allowance: \$674 (\$659) per year to a maximum of 5 years of related experience.

Post Graduate Degree Allowance: Effective September 1, 1987, \$900 (\$879).

Health and Welfare: OHIP - Effective November 1, 1986, employer pays 100% (90%) of premium cost.

Dental Plan - Effective September 1, 1987, employer pays 100% (95%) of premium cost. Maximum annual regular and prostodontic benefit is \$1,500 (\$1,000).

Professional Development Fund: \$148,000 (\$142,000). Effective for the 1987-88 school year, \$154,000.

Lambton County Board of Education at Sarnia - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	Increases	4.2%-4.5%	4.15%
	Teacher-Category 1 0-11 years	\$22,141-\$37,846 (\$21,208-\$36,251)	\$23,060-\$39,417
	Teacher-Category 4 0-11 (0-12) years	\$26,880-\$48,200 (\$25,747-\$46,169)	\$27,996-\$50,200
	Vice-Principal 0-2 years	\$52,636-\$56,684 (\$50,514-\$54,399)	\$54,820-\$59,036
	Principal 0-2 years	\$60,155-\$64,494 (\$57,730-\$61,894)	\$62,651-\$67,171

Responsibility Allowances: Increased by 4.4%. Effective September 1, 1987, 4.1%.

Health and Welfare: OHIP, Extended Health Care and Dental Plan - Effective September 1, 1987, employer pays 85% (80%) of premium costs.

Vision Care (new) - Effective September 1, 1987, employer pays 85% of premium costs. Maximum claim is \$80 every 2 years.

Dental Plan - Effective April 1, 1987, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective April 1, 1988, the 1986 O.D.A. fee schedule.

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 735 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	General Increases	4.25%	4.25%
	Teacher-Category I 0-12 years	\$21,673-\$38,462 (\$20,789-\$36,894)	\$22,594-\$40,097
	Teacher-Category IV 0-12 years	\$26,925-\$48,358 (\$25,827-\$46,387)	\$28,069-\$50,414
	Consultant 0-4 years	\$52,081-\$55,005 (\$49,958-\$52,763)	\$54,295-\$57,343
	Vice-Principal 0-4 years	\$53,163-\$56,736 (\$50,996-\$54,423)	\$55,423-\$59,147

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Principal 0-4 years	\$59,339-\$64,282 (\$56,920-\$61,661)	\$61,861-\$67,014
Responsibility Allowances:	Increased by 4.25%. Effective September 1, 1987, 4%.	
Related Experience and War Service Allowances:	\$227 (\$218) per allowable year.	
Graduate Degree Allowance:	\$610 (\$587) per allowable degree.	
Health and Welfare:	<u>Long Term Disability</u> - Effective January 1, 1987, maximum monthly benefit is \$2,000 (\$1,800). Effective September 1, 1987, \$2,400.  <u>Vision Care</u> - Effective January 1, 1987, maximum claim is \$120 (\$100) every 2 years.	

xford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

ages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.5%
	Teacher-Level D 0-6 years	\$17,944-\$23,966 (\$17,171-\$22,934)
	Teacher-Level A1 0-11 years	\$22,665-\$37,459 (\$21,689-\$35,846)
	Teacher-Level A4 0-11 years	\$26,812-\$48,070 (\$25,657-\$46,000)
	<u>Principal</u>	
	Level D 0-4 years	\$30,703-\$35,998 (\$29,381-\$34,448)
	Level A 0-4 years	\$42,875-\$49,225 (\$41,029-\$47,105)

Responsibility Allowances:	Increased by 4.5%.
Health and Welfare:	<u>Vision Care</u> - Effective November 1, 1986, maximum claim is \$100 (\$80) every 2 years.  <u>Hearing Aid (new)</u> - Employer pays 85% of premium costs. Maximum claim is \$500 every 5 years.

Renfrew County Board of Education at Pembroke - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1 1986 to August 31, 1987, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.65%
	Teacher-Category I 0-11 years	\$20,347-\$38,661 (\$19,443-\$36,943)
	Teacher-Category IV 0-12 years	\$26,453-\$47,815 (\$25,278-\$45,690)
	Vice-Principal 0-3 years	\$52,098-\$56,971 (\$49,783-\$54,440)
	Principal 0-3 years	\$58,867-\$63,411 (\$56,251-\$60,593)

Responsibility Allowances: Increased by 3.5%.

Elementary School Teaching Experience, Extra Degree, and Related Experience Allowances: Increased by 4.65%.

Renfrew County Roman Catholic Separate School Board at Pembroke - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	3.69%	*
	Teacher-Category D 0-9 years	\$16,767-\$25,695 (\$16,170-\$24,781)	
	Teacher-Category A1 0-11 years	\$20,027-\$38,050 (\$19,314-\$36,696)	
	Teacher-Category A4 0-12 years	\$26,035-\$47,060 (\$25,109-\$45,385)	

\* Increase to equal the percentage increase in the Consumer Price Index from the June 1986 to the June 1987 index, plus 0.25%.

Responsibility Allowances: Increased in accordance with the general salary increases.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent and grandchild.

Simcoe County Board of Education at Barrie - Local 330, Ontario Public Service Employees Union (NUPGE) (CLC) (full-time and part-time office, clerical and technical employees and TMR classroom aides): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 326 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	July 1/86	Jan. 1/87	July 1/87
General Increases		40¢	25¢	35¢
Additional Adjustments			50¢ for Snr. Secretary, Snr. Clerk and Buyer; 25¢ for Teaching Assistant and Secretarial staff required to use French	25¢ for Snr. Secretary, Snr. Clerk and Buyer
Clerk/ Stenographer		\$7.88-\$8.80 (\$7.48-\$8.40)	\$8.13-\$9.05	\$8.48-\$9.40
Buyer		\$11.73-\$14.13 (\$11.33-\$13.73)	\$12.48-\$14.88	\$13.08-\$15.48

Maximum rates are reached after 36-months.

Paid Leave of Absence: Employee may, with approval of supervisor, use accumulated sick leave for time off for certain personal reasons (new). Employee may, with approval, be absent with pay and without loss of sick credits for religious holidays or quarantine (new).

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board at Cornwall - Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 250 employees, settled at the post fact finder bargaining stage. Duration of negotiation - 9 months.

Wages:	Effective	Sept. 1/86	Jan. 1/87
General Increases		2%	2.2%
Teacher-Class D 0-6 years		\$17,514-\$23,499 (\$17,171-\$23,038)	\$17,900-\$24,016
Teacher-Class A1 0-12 years		\$21,352-\$36,927 (\$20,933-\$36,203)	\$21,821-\$37,739
Teacher-Class A4 0-12 years		\$25,427-\$45,888 (\$24,928-\$44,988)	\$25,986-\$46,897



Effective	<u>Sept. 1/87</u>
General Increase	4.45%
Teacher-Class D	\$18,696-\$25,084
Teacher-Class A1	\$22,792-\$39,419
Teacher-Class A4	\$27,142-\$48,984

Responsibility Allowances: Increased by 2.5%. Effective September 1, 1987, 4.45%.

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC)  
(caretakers and maintenance employees): A 24-month renewal agreement effective from January 1, 1986 to December 31, 1987, covering 714 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Apr. 1/86</u>
	General Increases	4%	1%
	Additional Adjustment	10¢ for parking lot attendant	
	Caretaker-Matron	\$10.23 (\$9.84)	\$10.33
	Caretaker-Head Cleaner	\$12.12 (\$11.65)	\$12.24
	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	General Increases	4%*	1%
	Caretaker-Matron	\$10.74	\$10.85
	Caretaker-Head Cleaner	\$12.73	\$12.86

\* Conditional Wage Reopener if the Toronto Consumer Price Index - 1981=100 increases by more than 6% above the December 1986 index.

Paid Vacation: 26 days within the calendar year of the 24th (25th) year of service and 1 additional day for each subsequent calendar year up to 30 days in the 28th year of service. Effective January 1, 1987, 26 days for 23 years and a further additional day for each subsequent calendar year up to 30 days in the 27th year of service.

Health and Welfare: Vision Care - Effective December 1, 1986, maximum claim for eyeglasses is \$75 (\$70) and for medically prescribed contact lenses maximum \$150 (new) per person every 24 months.

Hearing Aid - Effective December 1, 1986, maximum claim is \$500 every 3 years. (Previously, \$400 once per lifetime.)

Dental Plan - Effective December 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective January 1, 1987, the 1986 O.D.A. fee schedule.

Safety Shoe Allowance: Effective October 29, 1986, \$66 (\$63) per year for eligible employees. Effective January 1, 1987, \$69.

Transportation Allowance: Effective October 29, 1986, \$1.50 (\$1.42) per move within the city limits, and an additional 55¢ (45¢) for transportation of the employer's tools, material or equipment. Effective January 1, 1987, \$1.55 and 60¢ respectively.

Ryerson Polytechnical Institute Board of Governors at Toronto - Local 4, Canadian Educational Workers (Ind.) (part-time and full-time sessional instructors): A 24-month renewal agreement, effective from August 16, 1986 to August 15, 1988, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Effective	<u>Aug. 16/86</u>	<u>Aug. 16/87</u>
General Increases	4.3%	***

Basic Annual Salary\*

C1	\$24,967.25 (\$23,937.92)**
C11	\$38,613.29 (\$37,021.37)**
C16	\$47,034.42 (\$45,095.32)**

\* Includes pro-rata vacation pay and payment for statutory holidays falling within the period of appointment.

\*\* Rates include an additional 4% reflecting the percentage increase received by Ryerson faculty in August 1985.

\*\*\* The August 16, 1987 increase shall match the total percentage increase negotiated for the 1987/88 academic year by the Ryerson Faculty Association.

Leave for Family Illness (new): Maximum 3 days' paid leave per semester, when a minor dependent of Instructor's immediate family is confined to home or hospital, and the use of a maximum 15 sick leave days for 2-term sessional Instructor and maximum 7 days for half-sessional or part-time Instructors.

Paid Maternity Leave (new): 2 weeks at 93% of regular salary and 15 weeks at the difference between 93% of regular salary and UIC benefit and any other earnings.

Retirement Savings Plan (new): Effective by August 15, 1987, employer will contribute an amount equal to employee's contribution to a maximum 3% of Instructor's base salary. Employer to provide a compensation-in-lieu of 3% if the plan is not implemented by August 15, 1987.

Instructor Development Fund (new): Employer to provide \$15,000 per contract year, with the unused portion of the fund to be carried over from year to year.

McMaster University at Hamilton - Local 6, Canadian Educational Workers (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/86
	General Increase	4%
	Teacher Assistantship-undergraduate	\$7.03 (\$6.76)
	Teacher Assistantship-or Research Assistantship graduate or qualifying year	\$22.94 (\$22.06)

Note: Wage rates include 4% vacation pay (unchanged).

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory and technical employees): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 1,050 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Sept. 1/86
	General Increase	6.25%
	<u>Annual Rates</u>	
	File Clerk (Grade 2)	\$17,793 (\$16,746)
	Media Maintenance/Operator Technician 4	\$41,464 (\$39,025)

Paid Maternity Leave (new): Effective October 14, 1986, 2 weeks at 90% of weekly wage plus an additional 15 weeks at the difference between 90% of weekly wage and UIC benefit.

Health and Welfare: Dental Plan - Effective December 1, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective in January 1987, the 1987 O.D.A. fee schedule.

Meal Allowance: \$5.25 (\$5) after 2 hours of overtime.

Tool Allowance: \$50 (\$40) per calendar year.

Safety Shoe Allowance (new): Maximum \$50 for the term of the agreement for employees required to wear safety shoes.

Health and Safety Committee Training (new): Maximum 10 paid days for committee members to attend health and safety training sessions, and 50% of tuition and travel expenses.

Training Program Fund: Employer will make available to the union up to \$25,000 (\$20,000) for union developed programs, in addition to a maximum of \$30,000 (\$20,000) allocated towards the Joint Training Program Committee.

Overance Pay (new): 1 week's pay per year of service to a maximum of 12 weeks, in the event of a lay-off.

## HEALTH AND WELFARE SERVICES

Northam Public General Hospital - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from September 16, 1985 to September 15, 1987, covering 335 employees, settled by arbitration. Duration of negotiations - 12 months.

Increases:	Effective	Sept. 16/85	Sept. 16/86
	General Increases	4%	4%
	Housekeeping Light	\$9.887-\$10.154 (\$9.507-\$9.763)	\$10.282-\$10.560
	R.N.A.	\$10.834-\$11.203 (\$10.417-\$10.772)	\$11.267-\$11.651
	Carpenter	\$11.979-\$12.555 (\$11.518-\$12.072)	\$12.458-\$13.057

Maximum rates are reached after 2 years.

The following changes are effective October 6, 1986 unless stated otherwise.

Paid Vacation: Effective January 1, 1987, 5 weeks' after 17 (20) years of service.

Health and Welfare: Semi-Private Hospitalization and HOODIP - Employer pays 75% (50%) of premium costs.

Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

Payment in Lieu of Fringe Benefits (part-time): 14% (10%) of straight time rate, to include payment for days taken in lieu of statutory holidays. (Previously, payment only if employee worked 12 shifts in the 31 days immediately prior to the holiday.)

Paid Education Leave (new): No loss of pay for employee required to attend classes.

Oshawa General Hospital - Local 45, Canadian Union of Public Employees (CLC)  
 (full-time and part-time service employees): A 24-month renewal agreement effective from September 29, 1985 to September 28, 1987, covering 798 employees, settled at the conciliation officer stage. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 29/85	Sept. 29/86
	General Increases	5%	4.5%
	Additional Adjustment	single wage grid established for all Licensed Trades	
	Central Dispatch Clerk	\$8.46-\$9.47 (\$8.06-\$9.02)	\$8.84-\$9.90
	R.N.A.	\$10.52-\$10.95 (\$10.02-\$10.43)	\$10.99-\$11.44
	Licensed Trades	\$12.72-\$13.32	\$13.29-\$13.92

All employees reach mid-point of wage range 3 months after completion of probationary period.

Other changes are similar to those reported below for Ottawa Civic Hospital and 64 other hospitals and CUPE.

Ottawa Civic Hospital and 64 other hospitals, province-wide - Ontario Council of Hospital Unions, Various Locals, Canadian Union of Public Employees (CLC) (full-time and part-time service, office and clerical and paramedical employees): Ninety 24-month renewal agreements effective from September 29, 1985 to September 28, 1987, covering 14,789 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 29/85	Sept. 29/86
	General Increases	5%	4.5%
	<u>Ottawa Civic Hospital</u>		
	Ward Housekeeper	\$9.52-\$9.79 (\$9.07-\$9.32)	\$9.95-\$10.23
	R.N.A.	\$10.38-\$10.95 (\$9.89-\$10.43)	\$10.85-\$11.44
	Plasterer	\$13.38 (\$12.74)	\$13.98

Maximum rate for Ward Housekeeper is reached after 2 annual increases and for R.N.A. after 3 annual increases.

Note: The following provisions were standardized for all participating hospitals and inserted in agreements which did not contain them previously. Superior conditions are maintained where they existed previously.



Shift Premium: 35¢ per hour. Effective October 10, 1986, 45¢ for all hours, worked if the majority of the shift hours fall between 3 p.m. and 7 a.m.

The following changes are effective October 10, 1986, unless stated otherwise.

Standby Pay: \$2 (\$1.25) per hour, not payable during a call back (new).

Paid Vacation: 3 weeks after 3 years of service, 4 weeks after 8 years, and 5 weeks after 17 years.

Health and Welfare: Semi-Private Hospitalization - Employer pays 100% of premium costs.

Vision Care and Hearing Aid - Employer pays 75% of premium costs. Maximum claim is \$60 every 2 years for vision care and \$300 lifetime for hearing aid.

Continuation of Benefits - Employer continues payment for health and welfare premiums for a maximum 18 months for employee on W.C.B. leave (new).

Payment in Lieu of Fringe Benefits (part-time): Effective September 29, 1986, 14% (12%) of straight time rate.

Paid Maternity Leave: Maximum 15 weeks at the difference between 75% of regular weekly earnings and UIC benefit and any other earnings, after a 2-week waiting period.

Technological Change: Employer pays tuition and travel expenses for employee who requires retraining as a result of technological change. Employee is given up to 6 months to acquire the required new or greater skills, without loss of pay.

Job Security: No lay-off of full-time employees due to reassignment of duties to part-time employees. The use of volunteers not to be extended beyond existing practice as of June 1, 1986.

Sunnybrook Medical Centre and 50 other hospitals, province-wide - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Eighty-three 23-month renewal agreements effective from November 16, 1985 to October 10, 1987, covering 11,351 employees, settled by arbitration. Duration of negotiations - 10 months.

Pages:	Effective	<u>Nov. 16/85</u>	<u>Nov. 16/86</u>
--------	-----------	-------------------	-------------------

General Increases	5%	4.03%
-------------------	----	-------

Sunnybrook Medical Centre  
(Bi-weekly Rates)

Housekeeping Aide	\$726.16-\$738.52 (\$691.58-\$703.35)	\$755.42-\$768.28
-------------------	--	-------------------

	<u>Nov. 16/85</u>	<u>Nov. 16/86</u>
R.N.A.	\$814.42-\$832.16 (\$775.64-\$792.54)	\$847.24-\$865.70
Electrician	\$971.10-\$995.32 (\$924.86-\$947.92)	\$1,010.24-\$1,035.43

Maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases and for Electrician, after 1 annual increase.

Note: The following provisions were standardized for all participating hospitals effective October 10, 1986. Superior conditions are maintained where they existed previously.

Shift Premium: 45¢ per hour worked outside the normal hours of the day shift. Applies if a minimum of 2 hours are worked in conjunction with the day shift.

Paid Vacation: 3 weeks after 3 years of service, 4 weeks after 8 years, and 5 weeks after 17 years.

Health and Welfare: Semi-Private Hospitalization - Employer pays 100% of premium costs.

Hearing Aid - Employer pays 75% of premium costs. Maximum lifetime claim is \$300.

Continuation of Benefits - Employer continues payment for health and welfare premiums for a maximum 18 months for employee on W.C.B. leave (new).

Payment in Lieu of Fringe Benefits (part-time): 14% (12%) of straight time rate.

Safety Shoe Allowance: \$30 (\$25) per year.

Job Security: No lay-off of full-time employees due to reassignment of duties to part-time employees. No change to RN and RNA ratio without consultation with the union. The use of volunteers not to be extended beyond existing practice as of June 1, 1986.

Niagara Regional Municipality, Homes for Senior Citizens at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from October 1, 1985 to September 30, 1987, covering 562 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

ages:	Effective	<u>Oct. 1/85</u>	<u>Oct. 1/86</u>
	General Increases	4.25%	4.25%
	Housekeeping Aide	\$8.77-\$8.95 (\$8.41-\$8.58)	\$9.14-\$9.33
	Maintenance Lead Hand	\$11.26-\$11.57 (\$10.80-\$11.10)	\$11.74-\$12.06
	Maximum rates are reached after one 6-month increase.		
Shift Premium:	0-30¢-30¢ (0-26.2¢-26¢.2). Effective October 1, 1986, 0-35¢-35¢.		
Bereavement leave:	5 (3) days' paid leave upon death of spouse or child.		
Health and Welfare:	<u>Life Insurance and A. D. &amp; D. for Retirees</u> - Benefit is \$2,000 (\$1,500).		
	<u>Vision Care</u> - Maximum claim is \$100 (\$75) every 24 months for full-time employees; \$75 (unchanged) for part-time employees.		
	<u>Dental Plan</u> - Effective October 1, 1986, coverage is based on the 1986 (1984) Ontario Dental Association fee schedule for full-time employees; 1984 O.D.A. fee schedule (unchanged) for part-time employees.		
Education Allow- ance (new):	Effective October 1, 1986, employer pays up to a maximum of \$250 per year towards cost of approved course.		
Safety Footwear:	\$50 (\$47.50) per year for designated employees.		

Ottawa-Carleton Children's Aid Society at Ottawa - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): Two 18-month renewal agreements effective from July 1, 1986 to December 31, 1987, covering 282 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>July 1/87</u>
	Increases	Child Care Workers Levels 1-4 move up 2 increments; Level 5 receives a cash bonus of 4.7%. Social Workers Levels 2-4 move up 2 increments, Level 5 moves up 1 increment and receives \$600 cash, Level 6 receives a cash bonus of 4.7%*	Social Workers Level 2-4 move up 1 increment

\* Employee moves through years-of-experience increments continuing from the maximum year 4 increment of a given classification to year 1 of the next higher classification. Salary range for each classification remains unchanged. Social Workers continue

to work 35 hours per week and Child Care Workers 40 hours per week.

Annual Rates

Level 1	\$18,035-\$19,503	\$18,035-\$19,503
Level 6	\$31,930-\$33,475	\$31,930-\$33,475

Start Rate for Casual Part-time Child Care Worker - \$7.63 per hour (unchanged), increasing to \$8 (\$7.90) after 800 hours worked and \$8.30 after 1,600 hours (new), plus 5% payment in lieu of benefits.

Lump Sum Settlement Payment: \$900 for Child Care Workers and \$400 for Social Workers.

Paid Vacation: 4 weeks after 1 year of service and 5 weeks after 10 (20) years for employees hired before the work stoppage. 3 weeks after 1 year, 4 weeks after 5 years, and 5 weeks after 10 years for employees hired after the work stoppage.

Health and Welfare: Continuation of Benefits - Employer continues to pay 100% of OHIP premium costs to a maximum of 2 years (3 months) while employee is on Long Term Disability.

Resident Bonus (Child Care Worker): \$1,500 (\$1,000) per year.

Emergency Duty Pay: Increased by 16%.

Renfrew County Corporation, Bonnechere Manor at Renfrew - Local 1508, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from January 1, 1985 to December 31, 1986, covering 208 employees, settled by arbitration. Duration of negotiations - 22 months.

Wages:	Effective	Jan. 1/85	Jan. 1/86
	General Increases	5%	4.5%
	Housekeeping Aide 0-1 year	\$8.11-\$8.34 (\$7.72-\$7.94)	\$8.47-\$8.72
	R.N.A. 0-1 year	\$9.44-\$9.62 (\$8.99-\$9.16)	\$9.86-\$10.05
	Maintenance Person 0-1 year	\$9.46-\$9.64 (\$9.01-\$9.18)	\$9.89-\$10.07

Effective	<u>July 1/86</u>
General Increase	5%
Housekeeping Aide	\$8.89-\$9.16
R.N.A.	\$10.35-\$10.55
Maintenance Person	\$10.38-\$10.57
Shift Premium:	0-35¢-37¢ (0-30¢-35¢).
Sick Leave:	Unused sick leave credits may be used to supplement W.C.B. benefit up to employee's regular basic pay (new).
Clothing Allowance (full-time):	\$75 (\$45) per year.
Payment in Lieu of Fringe Benefits (part-time):	Effective January 1, 1986, 12.7% (11.1%) of straight time rate.

#### Addenda

#### June 1986 Settlement

#### AMUSEMENT AND RECREATION SERVICES

Professional Association of Canadian Theatres, Canada-wide - Actors Equity (CLC): A 36-month renewal agreement effective from June 16, 1986 to June 18, 1989, covering 3,040 Ontario freelance personnel, settled at the bargaining stage and ratified in June 1986. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 16/86</u>	<u>June 15/87</u>
	Increases	3% for Theatre Category G; 4% for category F-A	3.5% for G; 4.5% for F-A
	<u>Minimum Weekly Rates</u> (In-Town)		
	Extra Category G-A	\$175.49-\$226.51 (\$170.38-\$217.80)	\$181.63-\$236.70
	Actor Category G-A	\$284.05-\$454.56 (\$275.78-\$437.08)	\$294.00-\$475.02
	Production Stage Manager Category G-A	\$410.47-\$659.65 (\$398.51-\$634.28)	\$424.84-\$689.33



Effective	June-16/88
Increases	4% for G; 5% for F-A;
Extra	\$188.90-\$248.54
Actor	\$305.76-\$498.77
Production Stage Manager	\$441.83-\$723.80
Cost of Living Allowance:	Effective in the second contract year, % per % increase in the Consumer Price Index - 1981=100 from the April 1986 index to the April 1987 index. Triggered at 5% and capped at 8%. Effective in the third contract year, % per % increase in the CPI from the April 1987 to the April 1988 index. Triggered at 6% and capped at 9%. (Previously, triggered at 8% and capped at 12%. Formula did not trigger.)
Holiday Pay:	Time off for New Year and Holy Week paid at contractual fee. (Previously, layoff without pay.)
Per Diem Allowance (Touring Theatre Employees):	\$55 (\$50). Effective June 15, 1987, \$59. Effective June 16, 1988, \$63.
Overtime Pay:	\$8 (\$7.50) for the first half hour or part thereof and \$10 (\$8.50) for each additional half hour or part thereof on a regularly scheduled day.
Invasion of Overnight Rest Period Pay:	\$10.50 (\$10) for the first half hour or part thereof and \$25 (\$22) for each additional half hour or part thereof.
Job Security:	Effective June 16, 1987, non-professional quota reduced to 20% (25%) for Theatre Category A, B, C and D and to 25% (33 1/3%) for Category E and F.
NOTE: In addition to the above changes, a number of improvements were negotiated to other types of payments and allowances.	

#### August 1986 Settlement

#### TRANSPORTATION EQUIPMENT

Arvin Automotive of Canada Ltd. at Concord - Local 8341, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 29, 1986 to October 28, 1989, covering 220 employees, settled at the bargaining stage and ratified in August 1986. Duration of negotiations - 2 1/2 months.

ages:	Effective	<u>Oct. 29/86</u>	<u>Oct. 29/87</u>	<u>Oct. 29/88</u>
General Increases		50¢	50¢	50¢
Additional Adjustment		35¢ for Layout & Gage Inspector		
General Help and Machine Operator		\$10.61 (\$10.11)	\$11.11	\$11.61
Tool Maker		\$13.67 (\$13.17)	\$14.17	\$14.67
Lump Sum Settlement Payment:	\$400 per employee.			
Health and Welfare:	Life Insurance and A. D. & D. - Benefit is \$13,000 (\$12,000). Effective October 29, 1987, \$14,000. Effective October 29, 1988, \$15,000.			
	<u>Vision Care</u> - Maximum claim is \$80 (\$60) every 2 years.			
	<u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.			
Pension Plan:	<u>Employer Contribution</u> - 22¢ (20¢) per hour worked to jointly administered plan. Effective October 29, 1987, 24¢. Effective October 29, 1988, 26¢.			
Safety Shoe Allowance:	\$55 (\$40) per year.			

September 1986 Settlement

COMMUNICATION

CV Television Network Limited, system-wide - Local 4, Canadian TV and Radio Artists (CLC) (TV performers and writers): Two 24-month renewal agreements effective from June 1, 1986 to May 31, 1988, covering 975 Ontario freelance personnel, settled at the bargaining stage and ratified in September 1986. Duration of negotiations - 3 1/2 months.

ages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
Increases		4.5% for Dramatic Writers; 4% for all other employees	3% for all employees
Additional Adjustments		Writer/Broadcaster category added	

June 1/86

June 1/87

Dramas

Minimum Fees\*  
(Daily Rates)

General Extras	\$86.60 (\$83.25)	\$89.20
Principal Actor	\$278.00 (\$267.30)	\$286.35

\* Minimum fees shown represent 8 hours.

Extra Duties Allowance: \$42.20 (\$40.60) per hour when supervising or coaching during scheduled rehearsals. Effective June 1, 1987, \$43.45.

Minimum \$111 (\$101.65) in addition to regular fees for warm-ups and after shows for up to 2 hours. For warm-ups and after shows in excess of 2 hours, Principal Performer rate applies. Effective June 1, 1987, \$114.35.

Mileage Allowance: 34¢ (33¢) per mile or 21¢ (20¢) per kilometre when required to use own car. Effective June 1, 1987, 35¢ and 22¢ respectively.

Meal Allowance: \$39 (\$37.50) per day for meals or up to \$107.10 (\$103.00) per day away from home to cover expenses. Effective June 1, 1987, \$40.20 or \$110.30 respectively.

NOTE: In addition to the above changes, a number of improvements were negotiated to other types of payments and allowances.

CA20N  
L  
-C53

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
NOVEMBER 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	400
November 1986 Settlements	
Food and Beverage .....	403
Rubber and Plastics Products .....	405
Leather .....	407
Clothing .....	408
Paper and Allied .....	408
Metal Fabricating .....	410
Machinery .....	412
Transportation Equipment .....	413
Electrical Products .....	415
Mines .....	418
Education and Related Services .....	419
Health and Welfare Services .....	429
Personal Services .....	431
Provincial Administration .....	431
Local Administration .....	432
Construction .....	433
Addenda	
February 1986 Settlement .....	434
October 1986 Settlements .....	435



## Highlights

### Nurses

An arbitration award, issued on November 7, set the terms of agreements for 35,000 full-time and part-time nurses at 150 hospitals across the province. The new agreements will run for 2 years expiring on March 31, 1988.

The award provided wage increases of 4 percent on April 1, 1986 and 4.25 percent on April 1, 1987. Other terms included:

- 10 cents increase in standby pay to \$2.10 an hour as of April 1, 1987;
- overtime pay for part-time nurses at time-and-a half for hours worked in excess of 75 in a two-week period;
- extension of the change-of-schedule premium to casual nurses;
- reduction in the number of hours used as an equivalent year of service for calculation of vacation pay for part-time nurses, from 1,525 to 1,100 hours worked;
- definition of "extended tour lieu days" as 7.5 hours instead of 11.25 hours;
- treatment of absences due to pregnancy-related illness as sick leave, and reduction in the service requirement for maternity leave from 12 to 10 months.

### Teachers

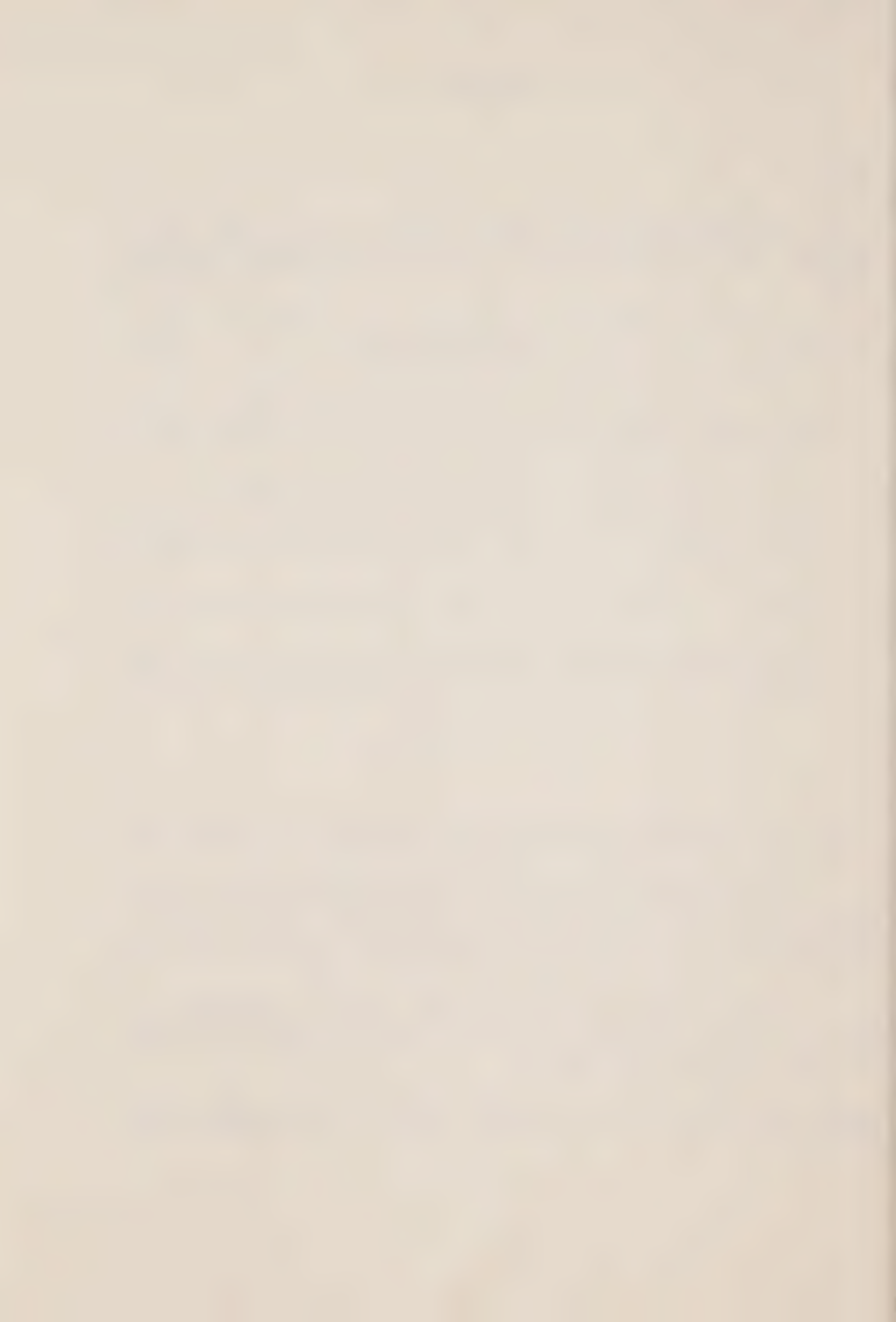
Up to November, settlements were negotiated for 61,300 school teachers covered by 70 agreements expiring between 1986 and 1988.

The settlements provided wage increases ranging from 3.0 to 7.6 a year and averaging 4.4 percent, with 78 percent of the teachers receiving between 4.0 and 5.5 percent. About 2,100 teachers will receive second-year increases based on the rise in the Consumer Price Index, and 2,820 may receive additional adjustments under cost-of-living clauses.

Benefit changes included increased employer contributions to O.H.I.P. for 12,500 teachers; and increased vision care benefits for 7,940, long-term disability benefits for 3,090, life insurance benefits for 3,970, and dental care benefits for 43,940.

In addition, earlier retirement inducements ranging from \$1,000-\$10,000 were offered to 20,440 teachers; and job-sharing arrangements were established for 1,550.





Index to Settlements Reported, November 1986

Employer and Location	Union	Page
Illed Automotive Canada Inc., Bendix Safety Restraints Ltd. Div., Collingwood	Cdn. Auto Workers (CLC)	434
oilermakers Contractors Assn. Canada-wide, except British Columbia, Alberta and Quebec	Boilermakers (AFL-CIO/CFL)	433
rown Shoe Co. of Canada Ltd., Perth	United Textile Workers (AFL-CIO/CLC)	407
onstellation Hotel Corp. Ltd., Toronto	Textile Processors (Ind.)	431
urham Regional Municipality, Whitby	CUPE (CLC) (inside empls.)	432
lgin County Board of Education, St. Thomas	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	419
mco Ltd., London Factory Div.	United Steelworkers (AFL-CIO/CLC)	410
pton Industries Inc., Kitchener	Rubber Workers (AFL-CIO/CLC)	405
. W. Fearman Co. Ltd., Burlington	Food and Commercial Workers (AFL-CIO/CLC)	403
reat Northern Apparel Inc., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	408
alton Board of Education, Burlington	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	420
ammond Manufacturing Co. Ltd., Guelph and Puslinch Township	Employees Assn. (Ind.)	417
awker Siddeley Canada Inc., Orenda Div., Mississauga	Machinists (AFL-CIO/CLC)	413
offman Meats Inc., Kitchener	Food and Commercial Workers (AFL-CIO/CLC)	403
nglis Ltd., Mississauga	Communications-Electrical Workers (CLC)	416
err Addison Mines Ltd., Virginiatown	Employees Assn. (Ind.)	418
imberly-Clark of Canada Ltd., Etobicoke and St. Catharines, Ont., St. Hyacinthe, Que. and St. John, N.B.	Cdn. Paperworkers (CLC)	408

Index to Settlements Reported, November 1986

Employer and Location	Union	Page
Lambton County Roman Catholic Separate School Board, Sarnia	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	421
Lincoln County Board of Education, St. Catharines	Ont. Secondary School Teachers' Fed. (Ind.)	422
Lincoln County Separate School Board, St. Catharines	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	423
London Board of Education	CUPE (CLC) (full-time and part-time plant operations empls.)	424
London City Corp.	Ont. Fire Fighters (Ind.)	433
Maple Lodge Farms Ltd., Norval	Food and Commercial Workers (AFL-CIO/CLC)	404
McDonnell Douglas Canada Ltd., Mississauga	Cdn. Auto Workers (CLC) (production and office empls.)	414
Metropolitan Separate School Board, Toronto	CUPE (CLC) (maintenance, services and plant operations empls.)	435
Metropolitan Separate School Board, Toronto	Ont. Catholic Occasional Teachers' Assn. (Ind.)	424
Niagara South Board of Education, Welland	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	425
Norfolk Board of Education, Simcoe	Ont. Secondary School Teachers' Fed. (Ind.)	425
Outboard Marine Corp. of Canada Ltd., Peterborough	United Steelworkers (AFL-CIO/CLC)	412
Provincial Schools Authority, province-wide	Provincial Schools Teachers (Ind.)	431
Queensway-Carleton Hospital, Nepean	CUPE (CLC) (full-time and regular and casual part-time empls.)	429
Sunbeam Corp. (Canada) Ltd., Solaray Div., Brantford	Cdn. Textile and Chemical Union (CCU)	415
Toronto General Hospital and 149 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and regular and casual part-time nurses)	430

Index to Settlements Reported, November 1986

Employer and Location	Union	Page
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians, office, and clerical empls.)	428
RW Canada Ltd., Vehicle Safety Systems and Decor Products Div., Midland	Cdn. Auto Workers (CLC)	411
University of Toronto, Libraries	CUPE (CLC) (non-professional full-time empls.)	428
University of Toronto	Cdn. Educational Workers (Ind.)	427
Victoria County Board of Education, Lindsay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	426
Perox Canada Inc., Manufacturing Centre, Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	418
York County Quality Foods Ltd., Mississauga	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service empls.)	436

FOOD AND BEVERAGE

F. W. Fearman Company Limited at Burlington - Local P-1227, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 15, 1986 to November 14, 1988, covering 600 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Nov. 15/86	Nov. 15/87
	General Increases	51¢	52¢
	Job Class 0 (Labourer)	\$12.01 (\$11.50)	\$12.53
	Job Class 40 (Electrician)	\$15.21 (\$14.70)	\$15.73

Start Rate - 80% of Job Class 0 rate plus applicable job class increment, progressing to job rate after one 12-month and two 6-month increments. (Previously, 80% of job rate, progressing to job rate after four equal 6-month increments.)

Shift Premium: Effective November 15, 1987, 0-30¢-30¢ (0-25¢-25¢).

Paid Vacation: 4 weeks after 10 (12) years of service.

Health and Welfare: Life Insurance - Benefit is \$20,000 (\$15,000). Effective November 15, 1987, \$25,000.

A. D. & D. - Benefit is \$10,000 (\$3,000). Effective November 15, 1987, \$15,000.

Weekly Indemnity - Effective January 1, 1987, benefit is \$320 (\$305). Effective January 1, 1988, \$340.

Dental Plan - Effective January 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1987 O.D.A. fee schedule.

Pension Plan: Basic Benefit - \$10 (\$8) per month per year of service.

Hoffman Meats Inc., previously a division of Canada Packers Inc. at Kitchener - Local 139, Food and Commercial Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from November 27, 1986\* to October 31, 1988, with wages retroactive to November 8, 1986, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

\* Previous agreement expired October 31, 1986.

Wages:	Effective	Nov. 8/86	Nov. 1/87
	General Increases	51¢	52¢
	Additional Adjustment	Group I classification added	



	<u>Nov. 8/86</u>	<u>Nov. 1/87</u>
Skilled Trades Adjustments	24¢ to Group H	32¢ to Group I
Group A (includes General Labourer)	\$12.50 (\$11.99)	\$13.02
Group H (Maintenance B+ without certificate)	\$14.50 (\$13.75)	\$15.02
Group I (Maintenance A with certificate)	\$14.90	\$15.74

Health and  
Welfare: Long Term Disability - Effective November 8, 1986, benefit is \$1,100 (\$1,000) per month.

Dental Plan - Effective November 8, 1986, plan is extended to cover crowns, inlays, onlays and fixed bridgework, with 50%-50% co-insurance (new). Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective January 1, 1987, maximum annual claim is \$1,000 (\$500). Effective November 1, 1987, the 1987 O.D.A. fee schedule.

Vision Care - Effective November 1, 1987, maximum claim is \$100 (\$75) every 2 years.

Pension Plan: Basic Monthly Benefit - \$42.50 for each \$100 of required contributions, divided by 12, plus \$9.90 (\$9.40) per year of service after January 1, 1983 to a maximum of 30 years. Effective January 1, 1988, \$10.40.

Early Retirement Incentive Plan (new) - \$500 per month for employee aged 61 years or more who elects to retire on January 1 or April 1, 1987, paid until normal retirement date or death.

Plant Closure  
Separation  
Allowance: Eligible employees entitled to an unreduced pension receive an annual pension benefit of \$540-\$2,100 for 5-30 years, guaranteed for 5 years (new).

Safety Shoe  
Allowance: \$30 per year (\$25 twice a year). Effective November 1, 1987, \$35 per year.

Maple Lodge Farms Limited at Norval - Local 1105P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 12, 1986 to October 12, 1988, covering 449 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>Oct. 12/86</u>	<u>Oct. 12/87</u>	<u>Apr. 12/88</u>
General Increases		48¢	35¢	10¢
Group 1 (General Help, Further Processing)		\$10.18 (\$9.70)	\$10.53	\$10.63

	<u>Oct. 12/86</u>	<u>Oct. 12/87</u>	<u>Apr. 12/88</u>
Group 2 (Delivery Driver, Local Runs)	\$11.14 (\$10.66)	\$11.49	\$11.59
Group 8 (Shipper)	\$11.32 (\$10.84)	\$11.67	\$11.77
Shift Premium:	0-25¢-30¢ (20¢-25¢-30¢).		
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$17,000 (\$15,000). Effective October 12, 1987, \$18,000.  <u>Weekly Indemnity</u> - Benefit is \$210 (\$200) for labour groups 1 to 3 and \$250 (\$240) for labour groups 4 to 8, payable for a maximum 30 (26) weeks, depending on seniority. Effective October 12, 1988, benefit is \$220 and \$260 respectively.  <u>Vision Care</u> - Effective December 1, 1986, maximum claim is \$90 (\$80) every 24 months.  <u>Dental Plan</u> - Effective December 1, 1986, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.		
Lay-over Pay:	<u>Delivery Drivers</u> - \$22 (\$20) for night stop-over.		
Safety Shoe Allowance:	\$45 per year for leather boots for Shipper, Driver and Yardperson; \$22.50 per year for rubber footwear for all eligible employees and twice a year for Live Receiving, Night Cleanup and Cooler employees (previously, \$20 per year for all employees).		
Meal Allowance (new):	\$5 for Delivery Driver after 10 1/2 hours of work.		
Uniform Allowance:	Employer pays 50%, 75%, and 100% of cost for employees with 1, 3, and 5 years of service respectively.		
Class "A" Allowance:	Effective December 1, 1986, 18¢ per hour, for employee operating a Class A trailer.		
	Note: In addition to the above changes, a number of improvements were negotiated to other payments, allowances and mileage rates.		

#### RUBBER AND PLASTICS PRODUCTS

<u>Epton Industries Inc. at Kitchener - Local 73, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 30, 1986 to August 29, 1989, covering 321 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.</u>			
Wages:	Effective	<u>Aug. 30/86</u>	<u>Aug. 30/87</u> <u>Feb. 26/89</u>
	General Increases	25¢	15¢      20¢
	COLA Fold-in	97¢	

	<u>Aug. 30/86</u>	<u>Aug. 30/87</u>	<u>Feb. 26/89</u>
Silent COLA	7¢		
COLA Advance	5¢		
Skilled Trades Adjustments	20¢	10¢	10¢
General Labour	\$9.05 (\$7.71)	\$9.20	\$9.40
Electronic Electrician	\$11.12 (\$9.58)	\$11.37	\$11.67

Cost of Living  
Allowance:

1¢ per 0.3 point increase in the average Consumer Price Index - 1971=100, using the average index for July, August and September 1986 as the base. Adjusted quarterly. Diversion of the eighth adjustment to fund Dental Plan improvement. (Basic formula is unchanged. Previously, no diversion.)

Gift Premium:

0-23¢-28¢ (0-19.3¢-23.3¢).

Sick Holidays:

1 additional floating day is added for a total of 12 (11) days.

Birth/Adoption  
Leave (new):

1 day's paid leave.

Maternity  
Leave:

5 (3) consecutive calendar days.

Health and  
Welfare:

Life Insurance - Benefit is \$15,000 (\$13,000). Effective August 30, 1987, \$17,000. Effective August 30, 1988, \$19,000.

Life Insurance for Retirees - Benefit is \$7,500 (\$6,500). Effective August 30, 1987, \$8,500. Effective August 30, 1988, \$9,500.

Weekly Indemnity - Maximum benefit is \$318 (\$195).

Major Medical - Maximum claim for services of chiropractor, osteopath, naturopath (new), podiatrist, registered clinical psychologist and speech therapist is \$250 (\$200) per year. Eligible dependents are covered to age 25 (21) years.

Dental Plan - Coverage is based on the 1983 (1980) Ontario Dental Association fee schedule. Effective September 25, 1988, the 1986 O.D.A. fee schedule, funded by diversion of the eighth COLA adjustment, or from future COLA adjustments if amount generated is insufficient.

Vision Care - Maximum claim is \$100 (\$80) every 2 years.

Hearing Aid - Maximum claim is \$500 (\$300) for term of the contract.

Transition Survivor Income Benefit - Benefit is \$275 (\$250) per month. Effective September 1, 1987, \$300.

Bridging Supplement - Benefit is \$300 (\$250) per month.

Note: Benefit coverage is extended to commonlaw spouse (new).

Pension Plan: Basic and Supplemental Benefits - \$16 (\$15) basic and \$10.50 (\$10) supplemental per month per year of service. Effective August 30, 1987, \$17 and \$11 respectively. Effective August 30, 1988, \$18 and \$11.50 respectively.

Vesting - After 5 (10) years.

Union President Pay: Maximum 40 hours per week at highest active skilled trades hourly rate (own regular hourly rate) when engaged in local union business.

Tool Allowance (new): \$80 per year for skilled trades with 1 year of service.

Safety Shoe Allowance: \$30 (\$20) per year.

#### LEATHER

Brown Shoe Company of Canada Limited at Perth - Local 365, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1986 to October 27, 1988, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 days.

Wages:	Effective	Nov. 1/86	Oct. 30/87
General Increases		4%	3%
Additional Adjustment		32¢ for In-Town Truck Driver	
<u>Warehouse</u>			
Order Pickers/General	\$5.69-\$6.94 (\$5.47-\$6.67)		\$5.86-\$7.15
Truck Drivers Out-of-Town	\$6.02-\$7.79 (\$5.79-\$7.49)		\$6.20-\$8.02

Start Rate - \$5.25 (\$4.25).

Maximum rates are reached after 6 months.

Incentive Earners - 70¢ per hour clock-card-add-on for piece workers hired prior to January 17, 1985 and who average \$4.26 per hour. 35¢ per hour clock-card-add-on for piece-workers hired after January 17, 1985 or whose average is less than \$4.26 per hour (unchanged).

CLOTHING

Great Northern Apparel Inc. at Brantford - Local 551, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1986 to August 1, 1989, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Pages:	Effective	<u>Aug. 1/86</u>	<u>Aug. 1/87</u>	<u>Aug. 1/88</u>
	Increases			
	Hourly Employees	28¢	26¢	26¢
	Incentive Employees	22¢	20¢	20¢
	Additional Adjustment	Some classifications revised		
	<u>Hourly Employees</u>			
	Group B (includes Material Handler)	\$6.53-\$6.98 (\$6.25-\$6.70)	\$6.79-\$7.24	\$7.05-\$7.50
	Group A* (includes Shipping/Receiving)	\$7.53-\$8.28 (\$7.25-\$8.00)	\$7.79-\$8.54	\$8.05-\$8.80

\* Wash Dry Operators are eligible for 50¢ per hour group incentive bonus.

Maximum rates are reached after 720 hours worked.

aid Vacation:	3 weeks after 5 years of service and 4 weeks after 12 years (new).
ereavement leave:	3 (1) days' paid leave upon death of sister/brother-in-law and 3 days for commonlaw spouse and grandchild (new).
ealth and elfare:	Life Insurance - Effective November 13, 1986, benefit is \$6,000 (\$5,000). Effective August 1, 1987, \$7,500.

PAPER AND ALLIED

Timberly-Clark of Canada Limited at Etobicoke and St. Catharines, Ontario, St. Hyacinthe, Quebec, and St. John, New Brunswick - Various Locals, Canadian Paperworkers (CLC): Four 36-month renewal agreements effective from May 1, 1986 to April 30, 1989, covering 324 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Pages:	Effective	<u>May 1/86</u>	<u>May 1/87</u>	<u>May 1/88</u>
	Increase	12¢ at Etobicoke plant, 10¢ at St. Catharines plant		



	<u>May 1/86</u>	<u>May 1/87</u>	<u>May 1/88</u>
Skilled Trades Adjustments	5¢	5¢	10¢

Additional Adjustment 5¢ for Utility Classification

Etobicoke Plant

Labourer	\$12.77 (\$12.65)	\$12.77	\$12.77
Tradesman	\$15.22 (\$15.05)	\$15.27	\$15.37

Previous rates reflect a total of \$1.11 COLA folded into wages during the previous agreement.

Cost of Living Allowance: 1¢ per 0.11 point change in the Consumer Price Index - 1981=100, using the January 1986 index as the base. Adjusted quarterly. To be folded into wages on May 1, 1987. (Previously, 1¢ per 0.26 point change in the CPI - 1971=100, and folded into wages annually.)

Shift Premium: Effective November 18, 1986, 0-37¢-48¢ (0-35¢-45¢). Effective May 1, 1987, 0-37¢-50¢. Effective May 1, 1988, 0-39¢-54¢.

Call In Pay: Day worker who works 2 or more hours after midnight receives time off at straight time rate for one half of the hours worked between midnight and 7 a.m., provided employee is scheduled to work at 7 a.m. the following day.

Paid Vacation: Effective January 1, 1987, 5 weeks after 18 (19) years of service.

Health and Welfare: Life Insurance - Effective May 1, 1988, employer pays premium costs for the first \$10,000 coverage (new), and employee pays 36¢ per thousand for additional coverage up to twice the annual salary (unchanged).

Life Insurance for Future Retirees (new) - Employer continues to pay premium costs to age 65 for employees retiring early on unreduced pension.

Weekly Indemnity - Effective December 1, 1986, maximum benefit is \$325 (\$315). Effective May 1, 1987, \$340. Effective May 1, 1988, \$355.

Long Term Disability - Effective December 1, 1986, maximum benefit is \$1,525 (\$1,500) per month. Effective May 1, 1987, \$1,550. Effective May 1, 1988, \$1,575.

Dental Plan - Effective December 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective May 1, 1987, the 1986 O.D.A. fee schedule. Effective May 1, 1988, the 1987 O.D.A. fee schedule.

Vision Care (new) - Effective May 1, 1987, maximum claim is \$65 every 2 years.

Meal Allowance: Effective May 1, 1987, \$4.50 (\$4). Effective May 1, 1988, \$5.

Safety Shoe Allowance: Effective January 1, 1987, maximum \$50 once per year. (Previously, \$25 per pair twice per year.)

## METAL FABRICATING

Waco Limited, London Factory Division - Local 2699, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 15, 1986 to August 14, 1989, covering 250 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 15/86</u>	<u>Aug. 15/87</u>	<u>Aug. 15/88</u>
	General Increases	45¢	40¢	10¢
	COLA Fold-ins		30¢	25¢
	General Labour	\$8.99 (\$8.54)	\$9.69	\$10.04
	Tool and Die Maker	\$13.43 (\$12.98)	\$14.13	\$14.48

Cost of Living Allowance: Of the 89¢ COLA generated under the previous agreement, 55¢ is folded into wages as shown above and 34¢ continues to float.

1¢ per 0.375 point increase in the Consumer Price Index, 1971=100, using the May 1988 index as the base. Adjusted quarterly. Capped at 50¢. (Basic formula is unchanged.)

Paid Coffee Breaks (new): Effective August 15, 1987, two 15-minute breaks to be scheduled by employer.

Shift Premium: Effective December 1, 1986, 0-27¢-30¢ (0-24¢-27¢). Effective August 15, 1987, 0-29¢-32¢.

The following changes are effective November 23, 1986, unless stated otherwise.

Bereavement Leave: Maximum 3 days' paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Weekly Indemnity - Effective December 1, 1986, benefit is \$185 (\$175). Effective August 15, 1987, \$205. Effective August 15, 1988, \$225.

Union Leave: Up to 10 (8) days' paid leave for negotiating team members.

Safety Shoe Allowance: \$45 (\$35) for Platers only. Effective August 15, 1987, \$50.

TRW Canada Limited, Vehicle Safety Systems and Decor Products Divisions, previously Decor Metal Products at Midland - Local 1411, Canadian Auto Workers (CLC) : A 36-month renewal agreement effective from November 15, 1986 to November 18, 1989, covering 386 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 17/86</u>	<u>Nov. 16/87</u>	<u>Nov. 14/88</u>
General Increases		30¢	20¢	15¢
COLA Fold-in		83¢		
Skilled Trades Adjustments				
Tool & Die Maker		50¢	25¢	25¢
Other Skilled Trades		20¢	20¢	20¢
Class 1A (includes Inspector-Packer)		\$10.74 (\$9.61)	\$10.94	\$11.09
Class 12B (Tool & Diemaker)		\$16.08 (\$14.45)	\$16.53	\$16.93

Cost of Living Allowance: Of the 84¢ COLA generated during the previous agreement, 83¢ is folded into wages on November 17, 1986, and 1¢ is diverted to the CAW Education Fund (unchanged).

1¢ per 0.45 point increase in the Consumer Price Index - 1961=100, using the average index for August, September and October 1986 as the base. Adjusted semi-annually. (Basic formula is unchanged.) The third, fourth and fifth adjustments will be reduced by 5¢ to offset the general wage increase granted on November 16, 1987.

Paid Vacation: Effective July 1, 1987, 5 weeks after 20 (23) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Effective December 1, 1986, benefit is \$15,500 (previously, \$14,500 for life insurance and \$11,500 for A. D. & D.). Effective December 1, 1988, \$16,500.

Weekly Indemnity - Effective December 1, 1986, benefit is 60% of gross earnings or UIC maximum, whichever is greater (unchanged).

Dental Plan (new) - Effective March 1, 1987, Blue Cross Plan No. 7 with 80%-20% co-insurance, annual deductibles of \$25 for single coverage and \$50 for family coverage and a maximum claim of \$750 per year per person. Coverage is based on the 1983 Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective December 1, 1986, benefit is \$11 (\$10) per month per year of service after June 30, 1984 and \$10 (unchanged) up to June 30, 1984. Effective December 1, 1987, \$12. Effective December 1, 1988, \$13.

Mileage Allowance (Drivers): Effective November 17, 1986, 15.6¢ per kilometre. (Previously, 24¢ per mile.) Effective November 16, 1987, 16.3¢. Effective November 14, 1988, 16.9¢.

# MACHINERY

Outboard Marine Corporation of Canada Ltd. at Peterborough - Local 5009, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1986 to September 30, 1989, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 9/86</u>	<u>Sept. 27/87</u>	<u>Sept. 25/88</u>
--------	-----------	------------------	--------------------	--------------------

## Increases

Hourly Employees	20¢	10¢	10¢
------------------	-----	-----	-----

Incentive Employees	16¢	8¢	8¢
---------------------	-----	----	----

Equity Adjustments	some classification adjustments		
--------------------	---------------------------------	--	--

## Hourly Rates

Labourer	\$6.71-\$6.92 (\$6.51-\$6.72)	\$6.81-\$7.02	\$6.91-\$7.12
----------	----------------------------------	---------------	---------------

Electrical Technician	\$8.35-\$9.27 (\$8.15-\$9.07)	\$8.45-\$9.37	\$8.55-\$9.47
-----------------------	----------------------------------	---------------	---------------

Cost of Living Allowance: \$4.80 COLA generated during previous agreements continues to float.

1¢ per 0.14 point change in the Consumer Price Index - 1981=100, using the June 1987 index as the base. Adjusted quarterly. Capped at 51¢ (43¢). (Basic formula is unchanged.)

Shift Premium: 0-25¢-30¢ (0-20¢-24¢).

Health and Welfare: Dental Plan (new) - Effective October 1, 1987, employer pays 100% of premium costs of plan with \$25 deductible per person per year and 80%-20% co-insurance. Coverage is based on the 1985 Ontario Dental Association fee schedule. Maximum annual benefit is \$500 per insured family member.

Pension Plan: Basic Benefit - Effective January 1, 1987, \$13.50 (\$12.50) per month per year of service. Effective January 1, 1988, \$14.50. Effective January 1, 1989, \$15.

Vesting - After 5 (10) years of service.

Bridging Benefit - Maximum benefit is \$240 per month (previously, \$240 less CPP offsets).

# TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Inc., Orenda Division at Mississauga - Local 717T, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from September 20, 1986 to September 23, 1988, covering 415 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 20/86</u>	<u>Sept. 19/87</u>
	Increases	45¢-70¢	40¢-50¢
	COLA Fold-in	78¢	
	Additional Adjustments	Machine Operator "A"-Non-Turning moves to Job Level 8 (7)	
	Job Level 2 (includes General Labourer)	\$13.60 (\$12.37)	\$14.00
	Job Level 12 (includes Tool & Die Maker)	\$16.98 (\$15.50)	\$17.48
Cost of Living Allowance:	13¢ COLA travel established.  1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the August 1986 index as the base. Adjusted quarterly. (Basic formula is unchanged.)		
Paid Vacation:	Effective January 1, 1987, 4 (3) weeks after 10 years of service with 20 (19.75) days pay, 5 (4) weeks after 20 years with 30 (26) days pay, 5 weeks after 30 years with 34 days pay (new) and 6 weeks after 35 years with 34 days pay (new).		
Health and Welfare:	<u>Life Insurance and A. D. &amp; D.</u> - Effective October 1, 1986, benefit is \$17,000 (\$16,000). Effective October 1, 1987, \$18,000.  <u>Weekly Indemnity</u> - Effective January 1, 1987, benefit is \$318 (UIC maximum) or UIC maximum plus \$10. Effective January 1, 1988, UIC maximum plus \$10.  <u>Dental Plan</u> - Effective January 1, 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective December 1, 1987, employer pays 75% (50%) of the premium costs for Blue Cross Rider No. 2.		
Pension Plan:	<u>I. A. M. Labour-Management Pension Fund</u> - Effective January 1, 1988, employer contributes 50¢ (45¢) per hour paid to a maximum 40 hours per week.  <u>Previous Plan - Supplemental Benefit</u> - Effective October 1, 1986, accrued benefit increased by 50%.		



Safety Shoe Allowance: Effective January 1, 1987, \$54 (\$52) per year. Effective January 1, 1986, \$56.

McDonnell Douglas Canada Ltd. at Mississauga - Locals 673 and 1967, Canadian Auto Workers (CLC) (production and office employees): Two 36-month renewal agreements effective from October 18, 1986 to October 16, 1989, covering 3,440 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 18/86</u>	<u>Oct. 17/87</u>	<u>Oct. 15/88</u>
Increases		6¢ per hour	3% for groups 1-4, 4% for groups 5-7 and 5% for groups 8-12	3% for groups 1-4, 4% for groups 5-7 and 5% for groups 8-12

COLA Fold-in 93¢

Production Employees

Wage Group 1 (includes Labourer)	\$12.69 (\$11.70)	\$13.07	\$13.46
--	----------------------	---------	---------

Wage Group 12 (includes Electrician - Electronic)	\$15.88 (\$14.89)	\$16.67	\$17.50
--	----------------------	---------	---------

Office Employees

Weekly Rates  
(37.5 hours per week)

Wage Group 1 (includes Mail Clerk)	\$432.05-\$438.58 (\$394.92-\$401.45)	\$438.29-\$451.74	\$451.44-\$465.29
--	--	-------------------	-------------------

Wage Group 12 (includes Structural Assembly Planner "A")	\$631.48-\$640.15 (\$594.35-\$603.02)	\$653.94-\$672.16	\$686.64-\$705.77
--	--	-------------------	-------------------

Maximum rates for office employees are reached after 6 months.

Start Rates - No longer apply to skill trades and office groups 10-12.

Lump Sum Payment: Average \$2,300 per employee.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged. Previously, 13¢ diverted.)

Health and Welfare: Life Insurance - Maximum benefit is \$18,000 (\$16,000).

A. D. & D. - Maximum benefit is \$9,000 (\$8,000).

Life Insurance for Retirees - Benefit is \$3,000 (\$2,000).

Weekly Indemnity - Wage-related benefit is \$190-\$200 (\$180-\$185).

Long Term Disability - Maximum benefit is \$575-\$600 per month (unchanged), reduced by any CPP payment received up to \$435 per month (new).

Major Medical:

Home Health Care (new) - Benefit is 80% of reasonable costs for home care.

Palliative Care (new) - Benefit is 100% of costs for services provided at home or hospital to a maximum \$5,000.

Hearing Aid - Benefit may be claimed twice (once) every 36 months.

Dental Plan - Effective January 3, 1987, coverage is based on the 1986 (1981) Ontario Dental Association fee schedule. Maximum lifetime orthodontic benefit is \$1,000 (\$700). Effective October 17, 1988, the 1987 O.D.A. fee schedule. Effective January 3, 1989, the 1988 O.D.A. fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1987, \$20 (\$17) per month per year of service. Effective January 3, 1989, \$23.

Supplemental Early Retirement Benefit - \$14.50 (\$12) per month per year of service.

Lump Sum Payments for Current Retirees - \$200 effective in January of each contract year.

ELECTRICAL PRODUCTS

Sunbeam Corporation (Canada) Limited, Solaray Division at Brantford - Local 600, Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from October 1, 1986 to September 30, 1988, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Nov. 1/86</u>	<u>Oct. 1/87</u>
General Increases		30¢	5¢	35¢
Additional Adjustments		Some job class adjustments		
Labour Grade 2 (includes Assembler)		\$6.62-\$6.70 (\$6.32-\$6.40)	\$6.67-\$6.75	\$7.02-\$7.10
Labour Grade 15 (Mechanic III)		\$9.75 (\$9.45)	\$9.80	\$10.15

Maximum rate for Labour Grade 2 is reached after 6 months.

Overtime Hours: Overtime in excess of 5 (6) hours per week is on a voluntary basis.

Termination leave: 1 day's paid leave upon death of grandparent and grandchild (new).

Health and Welfare: Dental Plan (new) - Effective January 1, 1987, employer pays 50% of the premium costs for a plan equivalent to Blue Cross Plan #7. Annual deductibles are \$25 for single coverage and \$50 for family. Coverage is based on the 1986 Ontario Dental Association fee schedule.

English Limited at Mississauga - Local 545, Communications-Electrical Workers (CLC):  
A 36-month renewal agreement effective from October 14, 1986 to October 13, 1989, with wages retroactive to October 12, 1986, covering 600 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 12/86	Oct. 11/87	Oct. 16/88
General Increases		65¢	50¢	50¢
Skilled Trades Adjustment-Journeymen		60¢	20¢	20¢
Additional Adjustments	Some classification adjustments			
Labour Grade 2 (includes Orbital Sander)		\$10.26-\$10.41 (\$9.61-\$9.76)	\$10.76-\$10.91	\$11.26-\$11.41
Journeyman Electrician		\$14.52 (\$13.27)	\$15.22	\$15.92

Maximum rates for Labour Grades 2-12 and Technical Grades are reached after 6 months and for Maintenance and Journeymen after the 3-month probationary period. (Previously, all job classifications reached maximum rates after 9 months.)

Shift Premium: 0-25¢-28¢ (0-23¢-25¢). Effective October 11, 1987, 0-27¢-30¢. Effective October 16, 1988, 0-29¢-32¢.

Lead Hand Premium: 50¢ (35¢) per hour.

Health and Welfare: Life Insurance and A. D. & D. - Effective November 1, 1986, benefit is \$14,500 (\$13,500). Effective November 1, 1987, \$15,500. Effective November 1, 1988, \$16,500.

Semi-Private Hospital - Coverage now includes rehabilitation and convalescent hospital care to a maximum of \$10 per day for 120 days (new). Preferred room rate is added to a maximum of \$50 per day (new).

Dental Plan - Effective January 1, 1987, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Annual deductibles of \$10 (\$25) for single coverage and \$20 (\$50) for family coverage. Effective January 1, 1988, the 1986 O.D.A. fee schedule and deductibles eliminated. Effective January 1, 1989, the 1987 O.D.A. fee schedule.

Continuation of Benefits for Future Retirees (new) - Employer pays 50% of premium costs for OHIP, Semi-Private Hospital, Life Insurance and A. D. & D., Prescription Drugs, Dental Plan and Major Medical for a maximum of 36 months after retirement. Premium rates not to exceed the group rates paid on behalf of active employees.

Pension Plan: Employer Contribution - Effective October 16, 1988, 50¢ (45¢) per hour, including time spent on approved leave of absence for union business (new).

Safety Shoe Allowance: \$35 (\$25) per year. Effective October 11, 1987, \$40. Effective October 16, 1988, \$45.

Hammond Manufacturing Company Limited at Guelph and Puslinch Township - Employees Association (Ind.): A 26-month renewal agreement effective from October 1, 1986 to November 26, 1988, covering 550 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 26/86	Nov. 27/87
	General Increases	5%	5%
	<u>Plant 1 and Power Supply Div.</u>		
	Assembler (I.B.M.)	\$7.77-\$8.89 (\$7.40-\$8.47)	\$8.16-\$9.33
	Electronic Repairperson	\$11.96-\$13.71 (\$11.39-\$13.06)	\$12.56-\$14.40

Maximum rates are reached after one year.

Lump Sum Settlement Payment: \$300 per employee.

Cost of Living Allowance (new): 1¢ per 0.35 point change in the Consumer Price Index - 1981=100, using the November 1987 index as the base. Adjusted quarterly. Triggered at 5%.

Shift Premium: 0-45¢-50¢ (0-40¢-45¢).

Paid Vacation: Effective July 1, 1988, 4 weeks after 10 (12) years of service and 5 weeks after 20 (22) years.

Vacation Bonus: Effective July 1, 1987, \$30 (\$25) per week.

Health and Welfare: A. D. & D. - Benefit is \$15,000 (\$12,000).

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Safety Shoe Allowance:

Effective October 1, 1987, \$55 (\$50) once per year.

Xerox Canada Inc., Manufacturing Centre at Mississauga - Local 14J, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1986 to August 31, 1989, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>	<u>Sept. 1/88</u>
	General Increases		2%	2%
	COLA Fold-in	67¢-82¢ depending on grade		
	Grade 1 (Utility Worker)	\$11.46 (\$10.79)	\$11.69	\$11.93
	Grade 14 (includes Maintenance Electrician)	\$15.42 (\$14.60)	\$15.73	\$16.04

Lump Sum Payment: \$1,400 for each full-time employee.

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using the September 1986 index as the base. Calculated as a percentage of the Grade 14 rate, with this percentage applied to each grade to determine the cents-per-hour COLA payments. Adjusted quarterly. (Basic formula is unchanged. Previously capped at 5% and 7% annually.)

Paid Holidays: Effective September 1, 1987, a third floating holiday is added for a total of 12 (11) days.

Health and Welfare: Dental Plan - Maximum lifetime orthodontic claim is \$1,000 for eligible dependents between ages 6 and 18 years (new).

Vision Care (new) - Maximum claim is \$75 every 2 years.

## MINES

Serr Addison Mines Limited at Virginiatown - Employees Association (Ind.): A 36-month renewal agreement effective from October 1, 1986 to September 30, 1989, covering 319 employees, settled at the bargaining stage. Duration of negotiations - 2 months.



Wages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>	<u>Oct. 1/88</u>
General Increases		30¢	20¢	30¢
Skilled Trades Adjustment		5¢		
<u>Day Workers</u>				
Surface Labourer		\$12.25 (\$11.95)	\$12.45	\$12.75
Miner Senior		\$13.11 (\$12.81)	\$13.31	\$13.61
Lump Sum Payments:	\$600 per employee. Effective October 1, 1987, \$200. Effective October 1, 1988, \$300.			
Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using the October 1986 index as the base. Triggered at 6.5% (8%) per year and folded in annually. (Basic formula is unchanged. Formula did not trigger.)			
Paid Holidays:	1 floating day is added for employees with 2 or more years of service for a total of 12 (11) days.			
Bereavement Leave:	3 days' paid leave upon death of son/daughter-in-law (new). 1 day's paid leave if not attending funeral of parent, spouse, brother or sister (new).			
Health and Welfare:	<u>Life Insurance and A. D. &amp; D. - Benefit is \$15,000 (\$12,000). Effective October 1, 1987, \$16,000.</u>  <u>Weekly Indemnity - Benefit is \$200 (\$180) per week for the first 26 weeks and \$130 (\$125) for the next 78 weeks. Effective October 1, 1987, \$220 and \$150 respectively. Effective October 1, 1988, \$220 and \$160 respectively.</u>  <u>Dental Plan - Coverage is based on the 1986 (1982) Ontario Dental Association fee schedule. Effective October 1, 1988, employer pays 60% (50%) of premium costs, and coverage is based on the 1988 O.D.A. fee schedule.</u>			
Safety Shoe Allowance:	Safety Gloves are added to the provision whereby the employer pays half the cost up to a maximum of \$40 per year for shoes or gloves.			

#### EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

ages:	Effective	Sept. 1/86
	Increase	3.9%-5.5% approxi- mately
	Additional Adjustment	wage grid restruc- tured*
	Teacher-Category D 0-8 years	\$16,210-\$26,105 (\$15,524-\$25,001)
	Teachers-Category A1 0-12 years	\$19,800-\$39,000 (\$18,965-\$37,448)
	Teacher-Category A4 0-12 years	\$23,010-\$48,000 (\$22,038-\$45,502)
	Co-ordinator 0-3 years	\$49,125-\$51,625 (\$47,200-\$49,700)
	Principal 0-3 years	\$52,897-\$55,418 (\$50,668-\$53,083)

\* Two steps are added to the wage grid for teachers: after 6 months of service for all categories, after 7.5 years for categories B, C, D, and after 11.5 years for categories A1-A4.

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):  
A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 1,366 employees, settled at the post mediation bargaining stage. Duration of negotiations - 6 1/2 months.

ages:	Effective	Sept. 1/86	Sept. 1/87
	General Increases	4.3%	4.3%
	Additional Adjustments	\$250 to Principal and Vice-Principal maximum rates	
	Teacher-Category D 0-5 years	\$16,775-\$24,165 (\$16,083-\$23,169)	\$17,496-\$25,204
	Teacher-Category A1 0-9 years	\$23,430-\$38,389 (\$22,464-\$36,806)	\$24,437-\$40,040
	Teacher-Category A4 0-12 years	\$28,535-\$48,800 (\$27,359-\$46,788)	\$29,762-\$50,898
	Vice-Principal 0-3 years	\$48,953-\$52,138 (\$46,935-\$49,749)	\$51,058-\$54,380
	Principal 0-3 years	\$52,256-\$59,896 (\$50,102-\$57,187)	\$54,503-\$62,472

Responsibility Allowances:	Consultant	\$4,275 (\$3,746)	\$4,375
Health and Welfare:	<p><u>OHIP</u> - Effective January 1, 1987, employer pays 85% (80%) of premium cost.</p> <p><u>Vision Care</u> - Effective November 1, 1986, maximum claim is \$100 (\$80) every 12 months.</p> <p><u>Dental Plan</u> - Effective January 1, 1987, employer pays 90% (85%) of premium cost. Maximum annual regular and prostodontic benefit is \$1,500 (\$1,000). Effective March 1, 1988, employer pays 100% of premium cost.</p>		
Professional Development Fund:	\$148,000 (\$140,000). Effective September 1, 1987, \$152,000.		

Lambton County Roman Catholic Separate School Board at Sarnia - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 405 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	Increases	0-4%	4%
	Additional Adjustments	Salary parity with public schools	
	Teacher-Category D 0-5 (0-6) years	\$16,809-\$23,939 (\$16,889-\$23,686)	\$17,481-\$24,897
	Teacher-Category A1 0-11 (0-10) years	\$21,038-\$37,342 (\$21,861-\$36,513)	\$21,880-\$38,836
	Teacher-Category A4 0-11 (0-10) years	\$26,414-\$47,075 (\$26,462-\$45,264)	\$27,471-\$49,608

Previous rates reflect salary increases totalling 4% implemented on September 1, 1985 and February 2, 1986.

Responsibility Allowances:	<p><u>Principal-Schools under 9 rooms</u> - Grid placement plus 13.5%. (Previously, grid placement plus 12% for 6-9 rooms.)</p> <p><u>Principal and Coordinator-Schools over 9 rooms</u> - Grid placement plus 17.5%. (Previously, grid placement plus 16% for more than 10 rooms.)</p> <p><u>Vice-Principal-Schools under 9 rooms</u> - Grid placement plus 4% (new).</p> <p><u>Vice-Principal-Schools over 9 rooms</u> - Grid placement plus 9%. (Previously, grid placement plus 7.5% for more than 10 rooms.)</p>
----------------------------	---

Principal-St. Patrick's High School Grades 9 & 10 - Grid placement plus 27% (22%).

Vice-Principal-St. Patrick's High School Grades 9 & 10 - Grid placement plus 15% (12.5%).

Department Head-St. Patrick's High School Grades 9 & 10 - Grid placement plus 6% (5%).

Subject Advisor-St. Patrick's High School (new) - Grid placement plus 3%.

Health and  
Welfare:

Life Insurance - Effective December 1, 1986, benefit is three times salary to a maximum of \$100,000 (\$80,000).

Vision Care - Effective December 1, 1986, maximum claim is \$100 (\$80) every 12 months.

Dental Plan - Coverage continues to be based on the Ontario Dental Association fee schedule from two years previous.

Travel Allowance:

Effective December 1, 1986, 23¢ (22¢) per kilometre for the first 4,000 kilometres and 19¢ (18¢) per kilometre from 4,000 to 15,000 kilometres.

Lunch Hour  
Supervision  
Fund (new):

Effective January 1, 1987, \$50,000 per year.

Lincoln County Board of Education at St. Catharines - Ontario Secondary School

Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 760 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:

Effective

Sept. 1/86

General Increase

4.25%

Teacher-Category 1  
0-10 years

\$22,963-\$38,473  
(\$22,027-\$36,905)

Teacher-Category 4  
0-11 years

\$27,623-\$48,549  
(\$26,497-\$46,570)

Responsibility  
Allowances:

Increased by 4.25%.

Health and  
Welfare:

Life Insurance - Employer pays 100% (66 2/3%) of premium costs for the first \$25,000 of insurance.

Long Term Disability - Benefit is 66.9% (60%) of gross salary to a maximum of \$4,500 per month.

Lincoln County Separate School Board at St. Catharines - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 471 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
	General Increases	3%	2%
	Additional Adjustment	6.3%-9.9% for Teacher-Level D	
	Teacher-Level D 0-6 years	\$18,577-\$26,493 (\$16,827-\$24,028)	\$18,949-\$27,023
	Teacher-Level A1 0-10 years	\$21,940-\$37,093 (\$21,301-\$36,013)	\$22,379-\$37,835
	Teacher-Level A4 0-11 years	\$27,076-\$47,338 (\$26,287-\$45,959)	\$27,618-\$48,285
	Effective	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
	General Increases	2%	3%
	Teacher-Level D	\$19,328-\$27,563	\$19,908-\$28,390
	Teacher-Level A1	\$22,827-\$38,592	\$23,512-\$39,750
	Teacher-Level A4	\$28,170-\$49,251	\$29,015-\$50,729

Responsibility Allowances:	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Principal, Elementary (A School)	\$9,000 (\$5,577-\$8,610)	\$9,300
(B School)	(\$7,467-\$10,500)	
(0-3 years)		
Vice-Principal, Elementary (0-3 years)	\$3,300 (\$2,400-\$3,000)	\$3,600
Principal, Secondary (0-3 years)	\$12,500 (\$9,000-\$12,000)	\$12,800
Vice-Principal, Secondary (0-3 years)	\$6,250 (\$4,500-\$6,000)	\$6,400
Chairman, Secondary (new)	\$4,000	\$4,300
Major Department Head, Secondary	\$3,000 (\$3,000)	\$3,300



	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Minor Department Head, Secondary	\$2,000 (\$2,000)	\$2,300
Assistant Head (new)	\$1,000	\$1,300
Co-ordinator of Special Education (0-4 years)	\$3,300 (\$2,513-\$5,881)	\$3,600
Consultant (0-4 years)	\$2,300 (\$2,244-\$5,612)	\$2,600
Supervisor of Curriculum (0-3 years)	\$9,000 (\$5,577-\$8,610)	\$9,300
Extra Degree Allowance (secondary):	\$1,200 (\$1,198) for a Ph.D. degree without an M.Ed. degree or equivalent.	
Health and Welfare:	<u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.	

London Board of Education - Local 190, Canadian Union of Public Employees (CLC)  
 (full-time and part-time plant operations employees): Two 12-month renewal agreements effective from May 1, 1986 to April 30, 1987, covering 323 employees, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

Agreements:	Effective	<u>May 1/86</u>
	General Increase	4.25%
	Custodian Grade 2	\$9.76* (\$9.37)
	Custodian Grade 5	\$12.59 (\$12.09)
	* Rate also applies to Custodian Grade 1, part-time.	

Paid Vacation: 5 weeks after 18 (19) years of service.

Metropolitan Separate School Board at Toronto - Ontario Catholic Occasional Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Agreements:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	General Increases	2%	2%

Daily Rates

	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
Teacher without Degree	\$82.48 (\$80.86)	\$84.09
Teacher with Degree	\$100.98 (\$99.00)	\$102.96

Travel Allowance (new): \$4 per day when replacing an itinerant teacher.

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 825 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	<u>Effective</u>	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	4.25%	4.25%
	Teacher-Category D 0-5 years	\$16,874-\$23,498 (\$16,186-\$22,540)	\$17,591-\$24,497
	Teacher-Category A1 0-12 years	\$21,673-\$38,462 (\$20,789-\$36,894)	\$22,594-\$40,097
	Teacher-Category A4 0-12 years	\$26,925-\$48,358 (\$25,827-\$46,387)	\$28,069-\$50,414

Responsibility Allowances: Increased by 4.25%.

Health and Welfare: Long Term Disability - Effective January 1, 1987, maximum monthly benefit is \$2,000 (\$1,800). Effective September 1, 1987, \$2,400.

Vision Care - Effective January 1, 1987, maximum claim is \$120 (\$100) every 2 years.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Educational Development Fund: \$46,179 (\$44,296). Effective September 1, 1987, \$48,142.

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 230 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/86</u>
	Increase	4.4% for Teachers, 4% for Vice-Principal and Principal
	Teacher-Category 1 0-10 years	\$23,825-\$38,117 (\$22,821-\$36,511)
	Teacher-Category 4 0-10 years	\$28,826-\$48,130 (\$27,611-\$46,102)
	Vice-Principal 0-3 years	\$53,338-\$58,041 (\$51,287-\$55,809)
	Principal 0-3 years	\$59,515-\$65,212 (\$57,226-\$62,704)

Cost of Living Allowance: 0.2% per 0.2% increase in the Consumer Price Index - 1971=100, from the August 1986 to the August 1987 index. Triggered at 8% and capped at 2%. Payable in September 1987. (Basic formula is unchanged. Formula did not trigger.)

Responsibility and Graduate Degree Allowances: Increased by 4.4%.

Victoria County Board of Education at Lindsay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	Increases	4.7%	*
	Teacher-Category D 0-6 years	\$16,428-\$24,160 (\$15,691-\$23,075)	
	Teacher-Category A1 0-11 years	\$22,227-\$38,172 (\$21,229-\$36,459)	
	Teacher-Category A4 0-12 years	\$26,575-\$48,319 (\$25,383-\$46,150)	
	Principal (basic salary)	\$49,712 (\$47,480)	

\* Increase to equal the percentage increase in the Consumer Price Index from June 1986 to June 1987, plus 1%.

Responsibility Allowances: Principal - Increased in accordance with general increases, except for restructuring of allowances in each year based on school size.

Vice-Principal - Increased in accordance with general increases.

Principal's Designate - \$750 (\$575). Effective September 1, 1987, increased in accordance with general increase.

Consultant - \$6,982 for term of agreement (\$3,414 per year).

Co-ordinator - \$12,638 for term of agreement (\$6,180 per year).

The following changes are effective September 1, 1987.

Extra Degree Allowance: \$244 (\$233).

Master's Degree Allowance: \$1,033 (\$988).

Health and Welfare: OHIP, Life Insurance, Major Medical and Dental Plan - Employer pays 85% (75%) of premium costs. Effective September 1, 1987, 90%.

Dental Plan - Coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective October 1, 1986, eligible dependents are covered up to age 25 (new). Maximum claim for orthodontic services is \$1,000 (new). Effective September 1, 1987, the 1986 O.D.A. fee schedule and maximum \$1,500 orthodontic claim.

Bereavement Leave: 1 (1/2) day's paid leave upon death of non-immediate family member.

Professional Development Fund: \$16,200 (\$15,000) for the year 1987 and \$17,496 for the year 1988.

University of Toronto - Local 2, Canadian Educational Workers (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 2,000 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	Increases	80¢-\$1	70¢-90¢
	Undergraduate	\$17.13 (\$16.33)	\$17.83
	Graduate Student with less than 2 years of full-time graduate study and without a Master's Degree or its equivalent	\$19.59 (\$18.69)	\$20.39

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Graduate Student with 2 years or more of full-time graduate study or with a Master's Degree or its equivalent, and all Post Doctoral Fellows	\$21.90 (\$20.90)	\$22.80

Bereavement Leave (new): Up to 3 scheduled contact hours' paid leave upon death of spouse, parent, brother, sister, child, parent/daughter/son/brother/sister-in-law, grandchild and grandparent.

University of Toronto, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (non-professional full-time employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 319 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	<u>Effective</u>	<u>July 1/86</u>	<u>July 1/87</u>
	General Increases	5%	5%
	Library Technician III 0-2 years	\$17,744-\$19,390 (\$16,899-\$18,466)	\$18,632-\$20,360
	Rare Book Binder 0-2 years	\$32,588-\$35,841 (\$31,036-\$34,134)	\$34,218-\$37,634

Paid Adoption Leave (new): 2 weeks at 95% of salary and 15 weeks at the difference between 95% of salary and UIC benefit.

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, office, and clerical employees): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 731 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	<u>Effective</u>	<u>Jan. 1/86</u>
	Increase	4.4%, except 12% for casual part-time employees
	<u>Annual Rates</u>	
	Junior Clerical Assistant 0-4 years	\$16,363-\$18,269 (\$15,667-\$17,492)



Jan. 1/86

Librarian 6	\$35,056-\$48,659
0-5 years	(\$33,566-\$46,590)

Previous rates reflect a 4.25% increase on January 1, 1985, following the increase negotiated by the Municipality of Metropolitan Toronto and CUPE Locals 79 and 43.

Lump Sum Payment:	\$55 per employee in lieu of improvements in 1985 to dental and long term disability benefits negotiated by CUPE Locals 79 and 43.
-------------------	--

Paid Vacation (full-time):	6 weeks after 24 (25) years of service.
----------------------------	---

Vacation Pay (part-time and temporary employees):	Effective June 23, 1986, 6% (4%).
---	-----------------------------------

Health and Welfare:	<u>Long Term Disability</u> - Effective December 1, 1986, benefit is \$2,000 (\$1,200) per month.
---------------------	---

Dental Plan - Effective December 1, 1986, maximum lifetime orthodontic benefit is \$2,000 (\$1,000).

#### HEALTH AND WELFARE SERVICES

Queensway-Carleton Hospital at Nepean - Local 2875, Canadian Union of Public Employees (CLC) (full-time and regular and casual part-time employees): A 12-month renewal agreement effective from October 3, 1986 to September 28, 1987, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 3/86</u>
	General Increase	4.5%
	Additional Adjustment	6¢ for R.N.A., Orderly
	Housekeeping Aide 0-3 years	\$9.49-\$10.12 (\$9.08-\$9.68)
	R.N.A., Orderly 0-3 years	\$10.65-\$11.44 (\$10.13-\$10.89)
	Electrician 0-4 years	\$12.50-\$14.74 (\$11.96-\$14.11)

Shift Premium:	45¢ per hour when majority of hours worked are between 3 p.m. and 7 a.m. (Previously, \$2.10 per shift starting or ending between 9 p.m. and 2 a.m.)
----------------	--

Paid Vacation:	4 weeks after 8 (10) years of service and 5 weeks after 17 (25) years.
----------------	--

Paid Maternity Leave (new): 2 weeks at 75% of wages and a maximum 15 weeks at the difference between 75% of wages and UIC benefit.

Toronto General Hospital and 149 other hospitals, province-wide - Ontario Nurses' Association (Ind.): Two hundred and forty-one 24-month renewal agreements effective from April 1, 1986 to March 31, 1988, covering 35,000 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	Apr. 1/86	Apr. 1/87
	General Increases	4%	4.25%
	<u>Toronto General Hospital</u>		
	<u>Full-time</u>		
	<u>Monthly Rates</u>		
	(37.5 hours per week)		
	Graduate Nurse	\$2,294.83 (\$2,206.57)	\$2,392.36
	Registered Nurse 0-7 years	\$2,422.11-\$2,759.91 (\$2,328.95-\$2,653.76)	\$2,525.05-\$2,877.21
	Assistant Head Nurse	\$2,512.61-\$2,861.90 (\$2,415.97-\$2,751.83)	\$2,619.40-\$2,983.53
	<u>Part-time*</u>		
	<u>Hourly Rates</u>		
	Registered Nurse 0-7 years	\$14.91-\$16.98 (\$14.33-\$16.33)	\$15.54-\$17.71
	* Rates are exclusive of 14% payment in lieu of fringe benefits.		
Overtime Pay (part-time):	Time and one-half for all hours worked in excess of 75 hours in a 2-week period (new), and time and one-half after 7 1/2 hours per day (unchanged).		
Change of Schedule Premium (part-time):	Applies to pre-scheduled casual part-time nurses (previously, applied to regular part-time nurses only).		
Standby Pay:	Effective April 1, 1987, \$2.10 (\$2) per hour.		
Vacation Pay (part-time):	Pay is based on applicable percentage of gross salary for all hours earned, except for nurses who work or receive paid leave for less than 1,100 (1,525) hours in the vacation year, in which case pay is based on salary for hours worked only.		
Extended Tours (full-time):	11 lieu days off, each consisting of 7 1/2 (11 1/4) hours, for work on paid holidays. (Previously, 11 lieu days off, each consisting of the number of work hours scheduled on extended tours.)		

Sick Leave (full-time):	Absence due to pregnancy related illness is considered sick leave (new).
Graduate Nurse Certification:	Registered Nurse salary paid upon presentation of current certificate. (Previously, paid retroactively to the date of passing certification exams.)

#### PERSONAL SERVICES

Constellation Hotel Corporation Limited at Toronto - Local 351, Textile Processors (Ind.): A 36-month renewal agreement effective from November 1, 1986 to October 31, 1989, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/86	Nov. 1/87	Nov. 1/88
	Increases	5% except 20¢ for Waiter/ Waitress	4% except 20¢ for Waiter/ Waitress	4.9% except 25¢ for Waiter/ Waitress
	Maid	\$6.30 (\$6.00)	\$6.55	\$6.87
	Waiter/Waitress*	\$4.60 (\$4.40)	\$4.80	\$5.05
	Maintenance (includes Electrician)	\$12.13 (\$11.55)	\$12.62	\$13.25

\* Automatic gratuity allowance of 15% (10%).

Health and Welfare:	<u>Major Medical</u> - Effective November 1, 1987, employer contributes \$60 (\$50) per month. Effective November 1, 1988, \$67.
------------------------	--

#### PROVINCIAL ADMINISTRATION

Provincial Schools Authority, province-wide - Provincial Schools Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 387 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/86
	General Increase	4%
	Teacher-Category E1 0-5 years	\$16,794-\$23,293 (\$16,148-\$22,397)
	Teacher-Category E4/S1 0-9 years	\$22,280-\$37,472 (\$21,423-\$36,031)
	Teacher-Category E7/S4 0-10 years	\$27,802-\$46,790 (\$26,733-\$44,990)

Note: Salary grids shown above do not include the \$1,600 classroom allowance for all teachers on permanent contract.

Responsibility  
Allowances:

Increased by \$300.

Health and  
Welfare:

Dental Plan - Blue Cross No. 7 with Rider #3 (1), and with 50%-50% (70%-30%) co-insurance to a maximum lifetime claim of \$1,000 (new). Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Vision Care and Hearing Aid - Employer pays 100% (50%) of premium costs.

Continuation of Benefits (new) - Benefit coverage continues during maternity and L.T.D. leave.

Mileage  
Allowance:

Updated to the April 1, 1986 Civil Service Standards.

LOCAL ADMINISTRATION

Durham Regional Municipality at Whitby - Local 1764, Canadian Union of Public Employees (CLC) (inside employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 1/86</u>	<u>July 1/87</u>
	General Increases	3% + \$350	4%
	<u>Annual Rates</u>		
	Clerk 1	\$16,743 (\$15,916)	\$17,413
	Senior Planner 2	\$43,223 (\$41,624)	\$44,952

Shift Premium: 55¢ (48¢) per hour if shift starts between noon and 2 a.m.  
Effective July 1, 1987, 58¢.

Paid Vacation: Effective in 1987, 5 weeks after 19 (20) years of service, and 6 weeks after 27 (28) years. Effective in 1988, 5 weeks after 18 years and 6 weeks after 26 years.

Health and Welfare: Life Insurance - Effective November 1, 1986, maximum benefit is \$90,000 (\$80,000).

Life Insurance for Retirees - Effective November 1, 1986, benefit is \$1,800 (\$1,500).

Long Term Disability - Effective January 1, 1987, maximum monthly benefit is \$1,900 (\$1,600).

Dental Plan - Effective January 1, 1987, periodontics added, with 75%-25% co-insurance, and orthodontics for dependent children added, with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 (new).

Major Medical - Effective January 1, 1987, annual deductibles are \$20 (\$10) for single coverage and \$35 (\$20) for family coverage.

Vision Care - Effective November 1, 1986, maximum claim is \$90 (\$80) every 2 years. Effective July 1, 1987, \$100.

Travel Allowance: Increased by 4.5%. Excess travel rate for Category 6 increased by 2¢. Effective July 1, 1987, 4%.

London City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1986 to January 1, 1987, covering 321 employees, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/86	July 1/86
	General Increases	3.2%	3.25%
	<u>Annual Rates</u>		
	Clerk Stenographer	\$18,585-\$21,453 (\$18,009-\$20,788)	\$19,189-\$22,150
	Fire Fighter 5th Class - 2nd 6 months	\$24,780 (\$24,012)	\$25,585
	Fire Fighter 1st Class	\$35,400 (\$34,303)	\$36,550
	Platoon Chief	\$47,790 (\$46,309)	\$49,343

Maximum rate for Clerk Stenographer is reached after 30 months.

Paid Vacation: Effective January 1, 1987, 3 weeks after 4 (5) years of service and 4 weeks after 12 (13) years.

Health and Welfare: Benefits for Retirees (new) - Employer pays 100% of premium costs for OHIP and 75% for Major Medical and Semi-Private Hospitalization.

## CONSTRUCTION

Boilermakers Contractors Association, Canada-wide except British Columbia, Alberta and Quebec - Various Locals, Boilermakers (AFL-CIO/CFL): A 22-month renewal agreement effective from July 1, 1986\* to April 30, 1988, covering 1,700 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

\* Previous agreement expired April 30, 1986.



Package:	Effective	<u>July 1/86</u>	<u>July 1/87</u>
	General Increases	\$1	80¢
	Journeyman	\$24.26	\$25.06
	Boilermaker	(\$23.26)	
Package rates shown above include wages, vacation and holiday pay and employer contributions to welfare, pension and other funds.			
Welfare Fund:	Effective July 1, 1987, employer contributes 75¢ (70¢) per hour earned.		
Pension Fund:	Employer contributes \$1.70 (\$1.45) per hour earned.		
Administration Fund:	Employer contributes 10¢ (unchanged) per hour earned (previously, per hour worked.)		
Subsistence Allowance:	Effective September 25, 1986, \$35 (\$33) per day worked for eligible employee. Effective July 1, 1987, \$36.		

Addenda

February 1986 Settlement

TRANSPORTATION EQUIPMENT

Allied Automotive Canada Inc., Bendix Safety Restraints Limited Division at Collingwood - Local 1474, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from February 1, 1987 to January 31, 1989, covering 380 employees\*, settled at the bargaining stage and ratified in February 1986. Duration of negotiations - 1 month.

\* Includes 120 employees currently on lay-off status.

Wages:	Effective	<u>Feb. 2/87</u>	<u>Feb. 1/88</u>
	General Increases	25¢	25¢
	COLA Fold-in	56¢	
	COLA Advance	10¢**	
	Assembler	\$9.19 (\$8.38)	\$9.44
	Truck Driver	\$10.04 (\$9.23)	\$10.29
	Electrician	\$11.29 (\$10.48)	\$11.54

\*\* Not incorporated into wages.

Lump Sum Settlement Payment: \$200 paid on March 31, 1986.

Cost of Living Allowance: 1¢ per 0.45 point change in the 3-month average Consumer Price Index - 1971=100. Adjusted quarterly, using the average index for July, August and September 1986 as the base. (Basic formula is unchanged.)

Health and Welfare: Life Insurance for Retirees - Benefit is \$2,000 (\$1,500).

Pension Plan: Early Retirement Incentive Plan - Employee aged 60 with 10 years of service is eligible to receive pension reduced by 6% for each year under age 65 (new).

Vesting - After 10 (15) years.

# October 1986 Settlements

## EDUCATION AND RELATED SERVICES

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 24-month renewal agreement effective from July 1, 1986 to June 30, 1988, covering 884 employees, settled at the bargaining stage and ratified in October 1986. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/86</u>	<u>Jan. 1/87</u>
	General Increases	4%	1%
	Cleaner (Matron)	\$10.38 (\$9.98)	\$10.48
	Head Caretaker (varies by size of school)	\$12.88-\$15.04 (\$12.38-\$14.46)	\$13.00-\$15.19
	Plumber	\$18.98 (\$18.25)	\$19.17
	Effective	<u>July 1/87</u>	<u>Jan. 1/88</u>
	General Increases	4%	1%
	Cleaner	\$10.90	\$11.01
	Head Caretaker	\$13.52-\$15.80	\$13.66-\$15.95
	Plumber	\$19.94	\$20.14
Shift Premium:	0-46¢-46¢ (0-43¢-43¢). Effective July 1, 1987, 0-49¢-49¢.		
Lead Hand Premium (Assistant Caretakers):	35¢ (33¢) per hour. Effective July 1, 1987, 37¢.		

Stationary Engineer Premium (new):	25¢ per hour for Caretaker required to have qualifications as a Stationary Engineer.
Truck Driver Premium (new):	10¢ per hour for Truck Driver required to have a "D" licence.
Paid Vacation:	5 weeks and 1 day after 24 (25) years of service, 5 weeks and 2 days after 25 (26) years, 5 weeks and 3 days after 26 (27) years and 5 weeks and 4 days after 27 years (new). Effective July 1, 1987, 5 weeks and 1 day after 23 years, 5 weeks and 2 days after 24 years, 5 weeks and 3 days after 25 years, 5 weeks and 4 days after 26 years and 6 weeks after 27 (28) years.
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$5,000 (\$2,500). <u>Vision Care</u> - Maximum claim is \$75 (\$60) every 24 months. <u>Dental Plan</u> - Effective December 1, 1986, coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective July 1, 1987, the 1986 O.D.A. fee schedule.
Car Allowance (Maintenance Employees):	Effective November 1, 1986, \$285 (\$270) per month for work-related travel. Effective July 1, 1987, \$300.
Mileage Allowance (Caretakers):	40¢ (33¢) per mile or 25¢ (20.5¢) per kilometre with a minimum of \$2 (\$1.50).
Safety Boot Allowance:	\$55 (\$50) per year for designated employees. Effective January 1, 1988, \$60.
Tool Allowance:	\$60 (\$55) per year for carpenter, plumber, electrician and steamfitter and \$35 (\$27.50) per year for mason, tile setter and glazier. Effective January 1, 1988, \$65 and \$40 respectively.

## PERSONAL SERVICES

York County Quality Foods Ltd. at Mississauga - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service employees): A 28-month renewal agreement\* effective from January 12, 1986 to May 24, 1988, covering 400 employees, settled at the post conciliation bargaining stage and ratified in October 1986. Duration of negotiations - 10 months.

\* Previously two separate agreements.

Wages:	Effective	Jan. 12/86	Oct. 19/86	May 24/87
Increases for employees hired after Jan. 12/84		50¢ for Waiter/ Waitress, \$1 for Bartender, 30¢ for Chef	27¢ for Waiter/ Waitress, 25¢ for Bartender, 17¢ for Chef	28¢ for Waiter/ Waitress, 25¢ for Bartender, 18¢ for Chef

	<u>Jan. 12/86</u>	<u>Oct. 19/86</u>	<u>May 24/87</u>
Waiter/Waitress	\$4.00 (\$3.50)	\$4.27	\$4.55
Bartender	\$5.00 (\$4.00)	\$5.25	\$5.50
Chef	\$9.75 (\$9.45)	\$9.92	\$10.10

The following rates apply to employees hired prior to Jan. 12/84.

Waiter/Waitress	\$4.55 (\$4.55)	\$4.55*	\$4.55*
Bartender	\$6.30 (\$6.30)	\$6.30*	\$6.30*

Lump Sum Settlement  
Payment:

\* \$350 for Waiter/Waitress, \$500 for Bartender.

CANON  
L  
-053

ISSN 0829-7800



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
DECEMBER 1986



RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. WILLIAM WRYE  
MINISTER

GLENN R. THOMPSON  
DEPUTY MINISTER





## Foreword

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1986 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries: the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Research and Analysis Unit, Industrial Relations Division, Ontario Ministry of Labour.



## Contents

	Page
Highlights .....	i
Index to Settlements Reported .....	438
December 1986 Settlements	
Food and Beverage .....	442
Leather .....	442
Textile .....	443
Clothing .....	446
Furniture and Fixture .....	446
Transportation Equipment .....	448
Electrical Products .....	449
Chemical and Chemical Products .....	450
Transportation .....	451
Communication .....	451
Retail Trade .....	454
Education and Related Services .....	456
Health and Welfare Services .....	465
Federal Administration .....	468
Local Administration .....	469
Addenda	
December 1985 Settlement .....	470
April 1986 Settlement .....	470
July 1986 Settlements .....	471
August 1986 Settlement .....	473
September 1986 Settlements .....	475
October 1986 Settlements .....	478
November 1986 Settlements .....	482





## Highlights

### Clothing Industry

The Men's Clothing Manufacturers Association of Ontario reached a 3-year agreement with the Clothing and Textile Workers union for 800 employees at companies represented by the Association in Toronto and Hamilton. The settlement was also accepted by independent shops covering 400 employees, and became the pattern for a new agreement between the Union and the Associated Clothing Manufacturers of Quebec who chose not to participate in joint bargaining in this round.

Wage rates were increased by 30 cents an hour in the first and second years and 25 cents in the third year ending on November 30, 1989. Red circled rates will be maintained for the first two years, but the employees affected may accept a lump sum payment of \$2,200 net for each \$1.00 of the protected portion of their wages.

In addition, a tenth paid holiday was won by the employees, paid bereavement leave was improved, and the dental fee schedule was upgraded.

### Hospital Paramedics

An arbitration award, issued in late December, decided the terms of 45 agreements for 2,700 full-time and part-time paramedical employees represented by the Ontario Public Service Employees Union at 39 hospitals throughout the province. The award covers a 27-month period ending March 31, 1988.

The award increased the salary rates of all paramedical classifications by 2 percent on January 1, 1986, a further 4 percent on July 1, 1986, and 4.25 percent on April 1, 1987. Also, on April 1, 1987, a new General Duty Technologist classification will replace the present Registered Technologist I and II classifications and will have the same rate range, progression steps and time frame as the salary grid of the Registered Nurse.

Other terms of the award included:

- extension of the 45-cent shift premium to employees required to work more than 2 hours following the normal day shift;
- 10 cents increase to \$2.10 an hour for stand-by duty;
- reduction in the service requirement for all employees for 5 weeks' vacation, from 18 to 17 years; and the service requirement for 4 weeks for classifications below the Registered Technologist I;
- pay at time and a half for all hours worked by part-time employees on paid holidays, plus 14 percent of straight-time rate in lieu of benefits and holiday pay;
- paid maternity leave of up to 15 weeks at the difference between 75 percent of weekly earnings and UIC benefits for employees below the Registered Technologist level;
- continuation of employer premium cost payments for insured benefits for employees on workers' compensation or other paid leave of absence.



Index to Settlements Reported, December 1986

Employer and Location	Union	Page
American Motors (Canada) Inc., Canadian Fabricated Products Div., Stratford	Cdn. Auto Workers (CLC)	444
Bata Industries Ltd., Footwear Div., Batawa and Trenton	Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	442
Brant County Board of Education, Brantford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	456
Brant County Board of Education, Brantford	Ont. Secondary School Teachers' Fed. (Ind.)	457
Canada Safeway Ltd., Thunder Bay	Food and Commercial Workers (AFL-CIO/CLC)	454
Canadian Broadcasting Corp., system-wide	CUPE (CLC) (office and professional unit, English Services Div.)	452
Canadian Broadcasting Corp., system-wide	CUPE (CLC) (production unit)	451
Canadian Shipbuilding and Engineering Ltd., Port Weller Dry Docks Div., St. Catharines	Boilermakers and Electrical Workers (IBEW) (AFL-CIO/CFL)	448
Central Park Lodges, Hamilton, London, Ottawa and Toronto	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time retirement home empls.)	467
CCP Telecommunications, system-wide	Communications and Allied Workers (CCU)	452
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa and Stittsville	Employees Assn. (Ind.)	449
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa	Salaried Employees Alliance (Ind.)	482
Oranamid Canada Inc., Welland Plant, Niagara Falls	Energy and Chemical Workers (CLC) (operations and maintenance empls.)	450
Great Atlantic and Pacific Co. of Canada Ltd., A & P Food Stores and New Dominion Stores Divs., Sault Ste Marie and various centres in northern Ontario	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	482

Index to Settlements Reported, December 1986

Employer and Location	Union	Page
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton	Professional Staff Assn. (Ind.) (Unit 1: clerical, technical and office empls., and Unit 2: educational assistants and professional support staff)	475
Huron County Board of Education, Clinton	Ont. Secondary School Teachers' Fed. (Ind.)	457
iil Ltd., Toronto	Carpenters (AFL-CIO)	446
McMaster University, Hamilton	Service Employees Intl. (AFL-CIO/CLC) (maintenance empls.)	463
Men's Clothing Manufacturers Assn. of Ont., Toronto and Hamilton	Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC)	446
Metropolitan Toronto Library Board	CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	471
Mississauga City Corp.	Ont. Fire Fighters (Ind.)	469
Municipal Tank Lines Ltd., province-wide	Teamsters (Ind.)	470
National Research Council of Canada, Ottawa	Professional Institute (Ind.) (research officers and research council officers)	468
New Harding Group Inc., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	443
Ottawa Taxi Owners and Brokers Assn.	Retail, Wholesale Empls. (AFL-CIO/CLC)	480
Oxford County Board of Education, Woodstock	Ont. Secondary School Teachers' Fed. (Ind.)	458
Perth County Board of Education, Stratford	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	459
Perth County Board of Education, Stratford	Ont. Secondary School Teachers' Fed. (Ind.)	459
Plaza Fiberglas Manufacturing Ltd. and Plaza Electro-Plating Ltd., North York	United Steelworkers (AFL-CIO/CLC)	478
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	442

Index to Settlements Reported, December 1986

Employer and Location	Union	Page
Penfrew County Board of Education, Pembroke	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	460
Royal Ottawa Hospital	CUPE (CLC) (full-time office, clerical and service empls.)	465
St. Mary's Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	460
St. Catharines General Hospital	CUPE (CLC) (full-time service and maintenance empls.)	484
Simcoe County Board of Education, Barrie	Ont. Secondary School Teachers' Fed. (Ind.)	483
St. Joseph's Hospital, Hamilton and 38 other hospitals, province-wide	Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time para- medical empls.)	466
St. Joseph's Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	477
St. Mary's Hospital, London	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	481
Steinberg Inc., Miracle Food Mart Div., province-wide	Teamsters (Ind.) (Distribution Centre and satellite warehouse empls.)	455
Storval International Inc., Pembroke	United Steelworkers (AFL-CIO/CLC)	447
Stran Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	443
Under Bay Construction Assn. at OLRB Areas 22, 23 and 24	Carpenters (AFL-CIO) (non-ICI construction)	473
Under Bay Construction Assn., General Contractors Div.	Carpenters (AFL-CIO)	473
Travelways School Transit Ltd., Mississauga Div.	Railway, Transport and General Workers (CLC)	451
Treasury Board of Canada	Council of Graphic Arts Unions (4 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	468
University of Toronto, Libraries	CUPE (CLC) (part-time and temporary non-professional empls.)	463



Index to Settlements Reported, December 1986

Employer and Location	Union	Page
University of Toronto	Faculty Assn. (Ind.)	464
Urban Transportation Development Corp. Inc., Can-Car, Kingston Works Div., Millhaven	Cdn. Auto Workers (CLC)	448
Wellington County Board of Education, Guelph	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	463
Wellington County Separate School Board, Guelph	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	471
Yellow Freight Systems of Ontario Inc., London, Oshawa, St. Catharines and Windsor	Teamsters (Ind.) (drivers, dockmen, checkers and maintenance empls.)	470

FOOD AND BEVERAGE

Quality Meat Packers Ltd. and Toronto Abattoirs Ltd. at Toronto - Local 743, Food and Commercial Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 1, 1986 to October 31, 1988, covering 500 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/86</u>	<u>Nov. 1/87</u>
General Increases		51¢	52¢
Labourer (Class 7)		\$12.59 (\$12.08)	\$13.11
Mechanic Class A		\$13.80 (\$13.29)	\$14.32

Start Rates (new) - 75% of job rate, processing to job rate after 24 months.

Sick Vacation: Effective November 1, 1987, 4 weeks after 10 (11) years of service.

Health and Welfare: Life Insurance and A. D. & D. - Benefit is \$20,000 (\$15,000). Effective November 1, 1987, \$25,000.

Dental Plan - Effective in 1987, coverage is based on the 1986 (1985) Ontario Dental Association fee schedule. Effective in 1988, the 1987 O.D.A. fee schedule.

Pension Plan (new): Employer Contribution - Effective April 1, 1987, 15¢ per hour to a contributory plan to a maximum 40 hours per week for employees with 2 or more years of seniority.

Meal Allowance: \$4.50 (\$4). Effective November 1, 1987, \$5.

Protective Clothing Allowance: Employer contributes \$50 per pair twice per year for freezer boots. (Previously, employer supplied boots as needed.)

Safety Shoe Allowance: \$32.50 (\$30) per pair for 2 pairs per year and an additional pair if justifiable. Effective November 1, 1987, \$35.

LEATHER

Bata Industries Limited, Footwear Division at Batawa and Trenton - Local 1979, Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse employees): A 24-month renewal agreement effective from October 4, 1986 to October 3, 1988, covering 550 employees\*, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

\* Includes 129 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 4/86</u>	<u>Oct. 4/87</u>
	General Increases*	3.5%	3.5%
	Cleaner	\$6.15 (\$5.94)	\$6.37
	Leather Dispatcher	\$9.00 (\$8.70)	\$9.32

\* Applies to hourly and piecework rate schedules.

Cost of Living Provision: 25¢ per hour "add on" (unchanged).

Health and Welfare: Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Susan Shoe Industries Limited at Hamilton - Local 233F, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 8, 1986 to November 7, 1988, covering 350 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 8/86</u>	<u>Nov. 8/87</u>
	General Increases	15¢	15¢
	Class Rate Factor D	\$5.11 (\$4.96)	\$5.26
	Class Rate Factor A	\$5.71 (\$5.56)	\$5.86

Health and Welfare: Life Insurance - Benefit is \$10,000 (\$5,000).

Major Medical and Drug Plan (new) - Employer pays 50% of premium costs. \$25 annual deductible. Out-of-province care is included.

Dental Plan - Coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Effective November 1, 1987, the 1985 O.D.A. fee schedule.

Vision Care (new) - Employer pays 50% of premium costs. Maximum claim is \$80 every 24 months.

## TEXTILE

New Harding Group Inc., previously Harding Carpets Limited at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1987 to December 31, 1988, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>	<u>Mar. 1/88</u>
General Increases		50¢	40¢	5¢
Labour Group 1 (General Labour)		\$9.22 (\$8.72)	\$9.62	\$9.67
Labour Group 10 Tradesman 1		\$12.49 (\$11.99)	\$12.89	\$12.94

Start Rates (new) - 50¢ below job rate for the first 400 hours for newly hired employees.

Training Rates (new) - 20¢ below job rate for up to 400 hours of training for employees promoted through job posting.

Shift Premium: 0¢-28¢-32¢ (0¢-25¢-28¢).

First Aid Attendant Allowance: 20¢ (15¢) per hour.

Paid Vacation: 5 weeks after 25 years of service (new).

Health and Welfare: Life Insurance - Benefit is \$12,000 (\$10,000).

Weekly Indemnity - Employer pays 80% (70%) of premium costs.

Dental Plan (new) - Employer pays 50% of premium costs.

Bereavement Leave: Up to 3 (1) days' paid leave upon death of grandparent, grandchild, and daughter/son-in-law.

American Motors (Canada) Inc., Canadian Fabricated Products Division at Stratford - Local 1325, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from December 16, 1986 to December 15, 1989, covering 815 employees\*, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

\* Includes 250 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 21/86</u>	<u>Dec. 20/87</u>	<u>Dec. 18/88</u>
General Increases		14¢	15¢	10¢
COLA Fold-in		11¢		
Additional Adjustments		some job class adjustments		
Skilled Trades Adjustment		25¢		

	<u>Dec. 21/86</u>	<u>Dec. 20/87</u>	<u>Dec. 18/88</u>
Assembler	\$10.73 (\$10.48)	\$10.88	\$10.98
Truck Driver	\$11.57 (\$11.32)	\$11.72	\$11.82
Electrician Technician	\$13.52 (\$13.02)	\$13.67	\$13.77

Cost of Living  
Allowance:

\$1.18 COLA was generated during previous agreements, 11¢ is folded into wages and \$1.07 continues to float.

1¢ per 0.3 point change in the 3-month average Consumer Price Index 1971=100, using the average index for December 1986, January and February 1987 as the base. (Basic formula is unchanged.) Effective March 1989, 1¢ per .125 point change in the CPI - 1981=100.

Lead Hand  
Premium:

Effective December 12, 1986, 3% above the highest classification they lead. (Previously, 25¢ above highest class for non skilled trades employees and 2% above for skilled trades.)

Bereavement  
Leave:

Effective December 12, 1986, 1 (3) day's paid leave upon death of grandparent and grandparent of current spouse, and 1 day's paid leave upon death of sister/brother-in-law (new).

Health and  
Welfare:

The following changes are effective December 21, 1986, unless otherwise stated.

Life Insurance - Benefit is \$16,000 (\$15,000). Effective January 1, 1988, \$17,000. Effective January 1, 1989, \$18,000.

Weekly Indemnity - Benefit is 60% (66 2/3%) of regular wages.

Long Term Disability - Benefit is \$625 (\$600) per month. Effective January 1, 1988, \$650. Effective January 1, 1989, \$675.

Drug Plan - Now provides product selection.

Dental Plan - Effective January 1, 1988, coverage is based on the 1984 (1983) Ontario Dental Association fee schedule. Routine oral examinations and bitewing x-rays now once every 9 months. (Previously, twice every 12 months.) Effective January 1, 1989, the 1985 O.D.A. fee schedule.

Pension Plan:

Basic Benefit - Benefit is \$13.50 (\$12.50) per month per year of service for retirements between December 21, 1986 and December 1987. Effective January 1, 1988, \$14.50. Effective January 1, 1989, \$15.50.

Supplemental Benefit - Benefit is \$10 (\$9.50) per month per year of service to a maximum of \$300 (\$237.50). Effective January 1, 1988, \$10.50 and \$315 respectively. Effective January 1, 1989, \$11 and \$330.



Past Retirees or Surviving Spouse Benefit - Effective January 1, 1988, benefit increases by 50¢ per month per year of service prior to December 12, 1986.

Lump Sum Payment - Effective January 1, 1989, lump sum payment of \$75 for employees retiring prior to December 12, 1986.

Early Retirement "30-and-out" Special Allowance (new) - \$700 per month for employee with 30 or more years of service retiring between December 21, 1986 and December 31, 1987; \$750 per month between January 1, 1988 and December 31, 1988; and \$800 per month after January 1, 1989.

Safety Shoe Allowance (new): \$35 per year for skilled trades employees.

## CLOTHING

Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton - Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1986 to November 30, 1989, covering 766 employees, settled at the conciliation officer stage. Duration of negotiations - 6 weeks.

Wages:	Effective	Dec. 1/86	Dec. 1/87	Dec. 1/88
	General	30¢	30¢	25¢
	Increases			

Sample wage rates are not available.

S bereavement leave: Employee who has completed the 60 working day probationary period receives 1 day's paid leave to attend the funeral for spouse, mother, father, child, brother or sister. (Previously, employee with less than 12 months seniority received no paid leave.)

aid Holidays: Effective in the third contract year, 1 additional day is added for a total of 10 (9) days.

Health and welfare: Dental Plan - Effective January 1, 1987, coverage is based on the 1985 (1979) Ontario Dental Association fee schedule.

Technological change: The existing wage protection clause continues. The employer agreed to buy out the protected portion of wages and pay \$2,200 net for each \$1 of the protected rate plus provincial and federal taxes (new).

## FURNITURE AND FIXTURE

il Limited at Toronto - Local 2679, Carpenters (AFL-CIO): A 17 1/2-month renewal agreement effective from July 1, 1986\* to December 19, 1987, covering 251 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

\* Previous agreement was scheduled to expire on December 19, 1986.

Wages:	Effective	<u>July 1/86</u>
	General Increase	50¢
	Additional Adjustments	Wage Schedule Restructured and Classifi- cations reduced to 69 (100)
	Labour Grade 5 (8) (General Help-Metal)	\$7.00 (\$6.50)
	Labour Grade I (includes Maintenance Mechanic A)	\$13.00 (\$12.50)

Inventory Pay: Employee who does not perform work on regularly scheduled work days due to plant closure for inventory receives pay for 2 "make-up" hours per day at time and one half the regular rate for a maximum of 3 days (new). Employee taking inventory on a Saturday receives time and one-half (straight time) for all hours worked. Employee taking inventory on a Sunday receives double the regular rate for all hours worked (new).

Safety Award Programme (new): Employer contributes \$500 per month for safety awards recognizing employees in departments with a zero accident rate.

Storwal International Inc. at Pembroke - Local 3257, United Steelworkers

(AFL-CIO/CLC): A 36-month renewal agreement effective from October 20, 1986 to October 19, 1989, covering 380 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 20/86</u>	<u>Oct. 20/87</u>	<u>Oct. 20/88</u>
	General Increases	66¢	66¢	67¢
	Job Class 1 (General Labourer)	\$8.09 (\$7.43)	\$8.75	\$9.42
	Job Class 19 (includes Toolmaker)	\$9.89 (\$9.23)	\$10.55	\$11.22

Health and Welfare: Life Insurance and A. D. & D. - Effective October 20, 1987, benefit is \$25,000 (\$15,000).

Dental Plan - Effective January 1, 1987, coverage is based on the 1985 (1983) Ontario Dental Association fee schedule. Effective January 1, 1988 and 1989, coverage is based on the 1986 and 1987 O.D.A. fee schedules respectively.

Pension Plan: Basic Benefit - For retirements commencing between October 20, 1986 and October 20, 1988, benefit is \$10 per month per year of service. Effective October 20, 1988, benefit is \$10 (\$7) for all other retirees.

Tool Allowance: \$400 (\$350) per year.

Technological Change (new): Advance notice to the union of any major change in machinery, automation, computerization and contracting out which would result in the lay-off of bargaining unit employees. To minimize adverse effects of any changes:

Red Circled Rates - For 12 months for employees displaced to a lower classification.

Training Rates - No reduction in job rate during the required training program brought about by the changes.

Severance Pay - 2 weeks' pay per year of service for displaced employees with a minimum of 8 years of seniority.

## TRANSPORTATION EQUIPMENT

Urban Transportation Development Corporation Inc., Can-Car, Kingston Works Division, previously VentureTrans Manufacturing Inc. at Millhaven - Local 1837, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from June 1, 1986 to May 31, 1988, covering 229 employees\*, settled with mediation assistance. Duration of negotiations - 7 months.

\* Includes 131 employees currently on layoff status.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
General Increases		30¢	25¢
Labourer		\$8.53 (\$8.23)	\$8.78
Welder/Fitter I		\$13.18 (\$12.88)	\$13.43
Tool Inspector		\$14.91 (\$14.61)	\$15.16

Safety Shoe Allowance: \$45 (\$35) per year.

Paid Personal Holidays (PPH) (new): 3 PPH days per year.

Health and Safety Training (new): Total of 30 paid hours for health and safety training plan.

Canadian Shipbuilding and Engineering Limited, Port Weller Dry Docks Division, previously Upper Lakes Shipping Ltd., Port Weller Dry Docks Division at St. Catharines - Local 680, Boilermakers and Local 303, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from June 1, 1986 to May 28, 1988, covering 564 employees\*, settled during a work stoppage. Duration of negotiations - 7 months.

\* Includes 424 employees currently on lay-off status.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
	Wage Package Increases**	6%	3%
	Labourer	\$10.10 (\$9.53)	\$10.40
	Electrician	\$13.40 (\$12.64)	\$13.80
	Electrician (Electronic)	\$13.93 (\$13.14)	\$14.35

\*\* Increases are conditional on the implementation of a new Trades Flexibility Agreement (TFA). The TFA will apply until the completion of the current ship repair contract or July 31, 1987. If at the end of the repair contract the unions decide not to continue with the TFA, then the current wage rates will be rolled back to reflect an increase of 2% in the first year. Employees would not pay back any difference. The second year increase would be based on the lower first year rates.

The wage package increases shown above include a total of 14¢ per hour for improvement to dental and pension benefits. The distribution of the money between wages and benefits was left to the union's decision.

Health and Welfare: Drug Plan - 35¢ deductible per prescription (previously part of major medical annual deductibles of \$10 for single coverage and \$20 for family coverage).

#### ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Company Division at Ottawa and Stittsville - Employees' Association (Ind.): A 24-month renewal agreement effective from October 1, 1986 to September 30, 1988, covering 465 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
	General Increases	5%	5%
	<u>Clerical-Technical</u>		
	Grade 1 (Mail Clerk)	\$6.89-\$8.13 (\$6.57-\$7.74)	\$7.23-\$8.54
	Grade 15 (Designer 3)	\$16.41-\$20.13 (\$15.62-\$19.17)	\$17.23-\$21.14
	<u>Plant</u>		
	Grade 1 (includes Assembler 1)	\$7.50-\$7.98 (\$7.14-\$7.60)	\$7.88-\$8.38

	<u>Oct. 1/86</u>	<u>Oct. 1/87</u>
Grade 12 (includes Toolmaker 2)	\$15.28-\$15.75 (\$14.55-\$15.00)	\$16.04-\$16.54
Maximum rates for clerical-technical employees are reached on merit, and for plant employees after one 9-month increase.		
Cost of Living Allowance:	1¢ per 0.35 point increase in the Consumer Price Index - 1981=100 (1971=100), using the July 1986 index as the base. Triggered at 7% in the first year and 6.5% in the second year. Adjusted quarterly and folded in annually. (Previously, formula did not trigger.)	
Shift Premium:	0-60¢-60¢ (0-55¢-55¢).	
Lead Hand Premium:	Premium is either the difference between the highest rate in the group and the employee's regular rate plus 25¢ (unchanged), or 50¢ (40¢), whichever is greater.	
Service Bonus:	Employee who remains at the classification maximum rate for a period of 4 (5) years or more receives an additional 10¢ for every 4 (5) years of service to a maximum of 30¢ after 12 years.	
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit is \$318 (\$255) or the UIC benefit, whichever is greater.	

#### CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc., Welland Plant at Niagara Falls - Local 21, Energy and Chemical Workers (CLC) (operations and maintenance employees): A 12-month renewal agreement effective from November 16, 1986 to November 15, 1987, covering 324 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	No increase in rates that were in effect at the expiry of the previous agreement.	
	<u>Nov. 16/86</u>	
	Labourer	\$11.98
	Electrician 1A	\$15.77
Shift Premium:	Effective January 1, 1987, 3% of the Locals Net Weighted Average rate per hour worked between 4 p.m. and 12 a.m. and 4% per hour worked between 12 a.m. and 8 a.m. (Previously, 0-43¢-53¢.)	
Bereavement leave:	1 day's paid leave upon the death of spouse's grandparents (new).	
Health and Welfare:	<u>Continuation of Benefits</u> - Employer pays 95% (60%) of Blue Cross Extended Health Care and Blue Cross Dental Plan premiums for retirees 60 to 65 years of age during the term of this contract only.	



## TRANSPORTATION

Travelways School Transit Limited, Mississauga Division - Local 307, Railway Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 265 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/86	Sept. 1/87
	Increases	3.9% approx.	3.9% approx.

School Vehicle Driver  
Rates per Shift

Large Bus	\$13.31 (\$12.79)	\$13.77
Wheel Chair Bus	\$17.49 (\$16.80)	\$18.10
Station Wagon	\$24.00 (\$10.80)	\$24.84

Health and Welfare (full-time): Life Insurance and A. D. & D. - Benefit is \$25,000 (\$15,000).  
OHIP - Employer pays 85% (80%) of premium costs.

## COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Local 667, Canadian Union of Public Employees (CLC) (production unit): An 18 1/2-month renewal agreement effective from December 17, 1986\* to July 3, 1988, with wages retroactive to June 28, 1985, covering 1,250 Ontario employees, settled following a work stoppage. Duration of negotiations - 18 months.

\* Previous agreement expired June 26, 1985.

Wages:	Effective	June 28/85	June 28/86	June 28/87
	General Increases	3%	2%	3%
	<u>Annual Rates</u> 40 hours per week			
	Group 1 (Designer's Helper)	\$18,475-\$19,977 (\$17,937-\$19,395)	\$18,845-\$20,377	\$19,410-\$20,988
	Group 9 (Film Editor-in-Charge)	\$34,519-\$36,962 (\$33,514-\$36,237)	\$35,209-\$37,701	\$36,265-\$38,832

Maximum rates are reached after 3 annual increases.

Health and Welfare: Dental Plan (full-time) (new) - Plan to be introduced in the final contract year.

Job Security: Guaranteed for employees with 5 years of service. Employees with 3 years of seniority are subject to regional relocation in the event of a lay-off (new).

Canadian Broadcasting Corporation, system-wide - Local 677, Canadian Union of Public Employees (CLC) (office and professional unit, English Services Division): An 18 1/2-month renewal agreement effective from December 17, 1986\* to July 3, 1988, with wages retroactive to June 28, 1985, covering 1,350 Ontario employees, settled following a work stoppage. Duration of negotiations - 18 months.

\* Previous agreement expired June 26, 1985.

Effective	<u>June 28/85</u>	<u>June 28/86</u>	<u>June 28/87</u>
General Increases	3%	2%	3%
<u>Annual Rates</u> 36.25 hours per week			
Group 1 (Office Junior)	\$13,134-\$13,564 (\$12,751-\$13,169)	\$13,397-\$13,835	\$13,799-\$14,250
Group 9 (includes Sales Promotion Representative)	\$34,444-\$43,544 (\$33,441-\$42,276)	\$35,133-\$44,415	\$36,187-\$45,748

Maximum rates for Group 1 employees are reached after one annual increase, and for Group 9 employees after 6 annual increases.

Other changes are similar to those reported above for CBC and CUPE, production unit.

ICP Telecommunications, system-wide - Communications and Allied Workers (CCU): A 30-month renewal agreement effective from January 1, 1986 to June 30, 1988, covering 600 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Effective	<u>July 1/86</u>	<u>July 1/87</u>
Increases	3% for Technical Employees only	2% for Technical Employees only

July 1/86

July 1/87

Weekly Rates  
Non-Technical

Single Ladder  
Structure For  
all Non-Technical  
Classifications

Clerk 1	\$306.54-\$352.79 (\$306.54-\$352.79)	\$306.54-\$569.31
Chief Operator	\$544.84-\$583.54 (\$531.55-\$569.31)	\$544.84-\$583.54

Technical

Single Ladder  
Structure  
for all Technical  
Classifications

\$374.93-\$664.13 (\$364.01-\$644.79)	\$382.43-\$677.41
--	-------------------

Effective

June 30/88

General Increase

2.5%

Non-Technical

\$314.20-\$583.54

Technical

\$391.99-\$694.35

Maximum rates are reached on merit.

Lump Sum  
Payments:

Non-Technical Employees - Effective December 16, 1986, \$600.  
Effective July 1, 1987, \$450.

Technical Employees - Effective December 16, 1986, \$300.  
Effective July 1, 1987, \$100.

Overnight  
Allowance:

Effective January 1, 1986, employee away from home for 2 or more consecutive nights receives \$2.75 (\$2.50) per night.  
Effective January 1, 1987 \$3.

Health and  
Welfare:

Weekly Indemnity - Effective January 1, 1988, maximum benefit is \$425 (\$400).

Dental Plan - Effective January 1, 1987, coverage is based on the 1987 (1986) Ontario Dental Association fee schedule. Effective January 1, 1988, the 1988 O.D.A. fee schedule.

Life Insurance - Effective January 1, 1987, benefit is \$17,000 (\$15,000).

Pension Plan:

Early Retirement - Effective January 1, 1987, employee at age 55 (60) whose age plus years of service equals 85 may retire on unreduced pension.

Meal Allowance: Effective December 16, 1986, \$5.25 (\$5) for breakfast, \$7.25 (\$7) for lunch and \$12.75 (\$12.50) for dinner. Effective January 1, 1987, \$5.50, \$7.50 and \$13 respectively.

# RETAIL TRADE

Canada Safeway Limited at Thunder Bay - Local 175\*, Food and Commercial Workers (AFL-CIO/CLC): A 21-month renewal agreement effective from December 7, 1986\*\* to September 3, 1988, covering 463 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

\* Previously Local 409.

\*\* Previous agreement expired August 31, 1986.

ages:	Effective	Dec. 8/86	Aug. 30/87
	Increase	Lump Sum Payments***	
	Full-time Employees		40¢****
	Part-time Employees		46¢*****
	<u>Full-time Employees</u>		
	Clerk A	\$6.98-\$12.87	\$6.98-\$13.27
	0-24 months	(\$6.98-\$12.87)	
	Meat Cutter	\$8.06-\$14.15	\$8.06-\$14.55
	0-36 months	(\$8.06-\$14.15)	
	<u>Part-time Employees</u>		
	Hired before	\$5.05-\$10.14	\$5.05-\$10.60
	Dec. 7/86	(\$5.05-\$10.14)	
	0-3000 hours		
	Hired after	\$4.35-\$10.14	\$4.35-\$10.60
	Dec. 7/86		
	0-3700 hours		

\*\*\*\* Applies to top half of wage grids only.

\*\*\*\*\* Increase is pro-rated from zero increase on start rates to 100% on maximum rates.

\*Lump Sum Payments: Eligible full-time employees receive three lump sum payments of \$200 each during the first contract year. Eligible part-time employees hired before December 7, 1986, receive lump sum payments based on 35¢ per hour worked.

Economic Adjust- Eight quarterly payments of \$91 each (unchanged).  
ments (Full-time):

Night Hand Effective August 30, 1987, 50¢ (45¢) per hour for night stocking  
Premium: supervision.

Paid Rest Periods:	3 (2) 15-minute periods for employee scheduled to work more than 10 (10 1/2) hours in one day.
Bereavement Leave:	Up to 3 days' pay for part-time employee who averages 24 or more hours per week in the preceding 4 weeks (new).
Health and Welfare:	<u>Dental Plan</u> - Effective January 4, 1987, employer contributes 13¢ (12¢) per hour to union fund. Effective January 3, 1988, 14¢.
Pension Plan:	<u>Employer Contribution</u> - Effective January 3, 1988, 35¢ (30¢) per hour to union fund.
Training and Education Fund (new):	Effective August 30, 1987, employer contributes 2¢ per hour to union fund.

Steinberg Inc., Miracle Food Mart Division, province-wide - Local 419, Teamsters (Ind.) (Distribution Centre and satellite warehouse employees):  
A 24-month renewal agreement effective from November 4, 1986 to November 7, 1988, covering 339 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 4/86</u>	<u>Nov. 1/87</u>
	Increases		
	Full-time employees	75¢	70¢
	Part-time employees	45¢	40¢
	<u>Full-time Employees</u>		
	General Warehouse	\$16.00 (\$15.25)	\$16.70
	Electrician	\$16.69 (\$15.94)	\$17.39
	<u>Part-time Employees</u> 0-3000 hours	\$8.95-\$11.75 (\$8.50-\$11.30)	\$9.35-\$12.15

Start Rates - Newly hired full-time employees receive 80% of job rate, progressing by 5% every 6 months to job rate. (Previously, 75¢ below job rate, increasing by 25¢ every 30 days worked to job rate.)

Shift Premiums:	<u>Full-time</u> - 0-50¢-55¢ (0-45¢-50¢). <u>Part-time</u> - 0-45¢-45¢ (0-20¢-20¢).
Freezer Premium:	65¢ (60¢) per hour.
Boiler Premium (new):	10¢ per hour for maintenance employee responsible for boilers.
Sunday Premium:	Employee scheduled to work Sunday through Thursday receives double time for hours worked on Sunday (new).



Call In Pay:	4 1/2 hours' regular pay for employee called in to check bananas on sixth and seventh days of work and on statutory holidays. (Previously, \$35 per day.)
Paid Paternity Leave (new):	Eligible employee receives 1 day's paid leave on birth or adoption of child.
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$40,000 (\$35,000). <u>A. D. &amp; D.</u> - Benefit is \$20,000 (\$15,000). <u>Life Insurance for Retirees</u> - Benefits is \$3,000 (\$2,000).
Meal Allowance:	\$4.25 (\$4) after 2 hours of overtime.
Tool Allowance:	\$100 (\$80) per year.
Recall Rights:	Maximum 18 (12) months for employee on lay-off.

#### EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 592 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	5.1%
	Teacher-Category D 0-6 years	\$18,012-\$23,094 (\$17,138-\$21,973)
	Teacher-Category A1 0-10 years	\$22,083-\$37,938 (\$21,011-\$36,097)
	Teacher-Category A4 0-11 years	\$26,246-\$48,095 (\$24,972-\$45,761)
	Principal, 0-3 years (B School) (A School)	\$52,136-\$55,247 (\$49,438-\$52,319) (\$50,349-\$53,233)

Responsibility  
allowances: Increased by 5.1%.

Health and  
Welfare: Life Insurance - Employer pays 100% of the premium costs for the first \$25,000, plus 75% for the balance of coverage for two times annual salary. (Previously, 80% of premium costs for two times annual salary.)

Vision Care (new) - Effective in February 1987, employer pays 80% of premium costs. Maximum claim is \$100 every 2 years and \$100 per year for dependent child.

Dental Plan - Coverage continues to be updated in January to the previous year's Ontario Dental Association fee schedule. Plan is extended to cover 7 more procedures.

Conference Fund: \$53,500 (\$48,000) for the 1987 calendar year.

Brant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	5.1%
	Teacher-Category 1 0-10 years	\$22,249-\$37,937 (\$21,169-\$36,096)
	Teacher-Category 4 0-11 years	\$26,442-\$48,095 (\$25,159-\$45,761)
	Vice-Principal 0-3 years	\$53,028-\$57,370 (\$50,455-\$54,586)
	Principal 0-3 years	\$59,778-\$64,785 (\$56,877-\$61,641)

Responsibility Allowances: Increased by 5.1%.

Health and Welfare: OHIP - Effective January 1, 1987, employer pays 80% (75%) of premium costs.

Vision Care (new) - Effective February 1987, employer pays 90% of premium costs. Maximum claim is \$100 every 2 years and \$100 every year for dependent child.

Dental Plan - Coverage continues to be based on the previous year's Ontario Dental Association fee schedule.

Conference Fund: \$36,000 (\$32,520) for the 1987 calendar year.

Job Sharing (new): Full-time teacher on a permanent contract may share the teaching load.

Huron County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 250 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>
	Increases	3.4% rounded upwards to the nearest \$10 for Teachers; 4% for Principal and Vice-Principal	1.1% rounded to the nearest \$10 for Teachers
	Teacher - Category I 0-10 years	\$21,510-\$37,430 (\$20,800-\$36,200)	\$21,740-\$37,840
	Teacher - Category IV 0-10 years	\$25,330-\$47,770 (\$24,500-\$46,200)	\$25,610-\$48,300
	Vice-Principal 0-2 years	\$52,000-\$56,160 (\$50,000-\$54,000)	\$52,000-\$56,160
	Principal 0-2 years	\$59,280-\$64,480 (\$57,000-\$62,000)	\$59,280-\$64,480
Responsibility Allowances:	Increased by 4%.		
Extra Degree Allowances:	Increased by 3.6%.		

Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 360 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.7%
	Teacher-Group 1 0-11 years	\$22,677-\$37,174 (\$21,663-\$35,512)
	Teacher-Group 4 0-11 years	\$26,868-\$48,153 (\$25,667-\$46,000)
	Vice-Principal 0-3 years	\$54,598-\$57,758 (\$52,157-\$55,176)
	Principal 0-3 years	\$59,690-\$64,956 (\$57,021-\$62,052)

Responsibility,  
Extra Degree  
and Related  
Experience  
Allowances:

Increased by 3%.

Health and  
Welfare:

Vision Care - Effective January 1, 1987, maximum claim is \$100 (\$80) every 2 years.

Hearing Aid (new) - Effective January 1, 1987, maximum claim is \$500 every 5 years.

Perth County Board of Education at Stratford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	5.18%
	Teacher-Category D 0-6 years	\$17,140-\$24,081 (\$16,296-\$22,895)
	Teacher-Category A1 0-11 years	\$22,275-\$37,724 (\$21,178-\$35,867)
	Teacher-Category A4 0-12 years	\$26,688-\$48,200 (\$25,374-\$45,827)
	Principal-A School 0-2 years	\$54,567-\$57,575 (\$51,880-\$54,740)

Responsibility Allowances: Increased by 5.18%.

Health and Welfare: Major Medical - Effective February 1, 1987, annual deductibles of \$10 (\$25) for single coverage and \$20 (\$50) for family coverage.

Dental Plan - Effective January 1, 1987, employer pays \$8.79 (\$7.60) per month for single coverage and \$18.94 (\$16.39) per month for family coverage.

Professional Development Fund: Employer contributes \$125 (\$110) per full-time equivalent teacher into the fund.

Perth County Board of Education at Stratford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 303 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/86</u>
	General Increase	4.9%
	Teacher-Category I 0-11 years	\$22,127-\$37,945 (\$21,092-\$36,173)
	Teacher-Category IV 0-11 years	\$26,553-\$48,300 (\$25,310-\$46,045)

Sept. 1/86

Vice-Principal	\$52,995-\$56,409
0-2 years	(\$50,520-\$53,774)
Principal	\$60,592-\$64,016
0-2 years	(\$57,762-\$61,026)

Responsibility Allowances: Increased by 4.9%.

Health and Welfare: Dental Plan - Effective January 1, 1987, employer pays \$8.79 (\$7.60) per month for single coverage and \$18.94 (\$16.39) per month for family coverage.

Professional Development Fund: Employer contributes \$125 (\$110) per full-time equivalent teacher into the fund.

Renfrew County Board of Education at Pembroke - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1985 to August 31, 1987, covering 320 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/85</u>	<u>Sept. 1/86</u>
	General Increases	4.97%	4.15%
	Teacher-Category D 0-5 years	\$16,038-\$20,761 (\$15,278-\$19,778)	\$16,704-\$21,623
	Teacher-Category A1 0-11 years	\$19,536-\$37,120 (\$18,611-\$35,362)	\$20,348-\$38,662
	Teacher-Category A4 0-12 years	\$25,399-\$45,908 (\$24,196-\$43,734)	\$26,454-\$47,815

Responsibility Allowances: Principal - in schools with 250 or more students, \$8,818, and in schools with less than 250 students, \$4,619. (Previously, \$615 for every 25 students to a maximum of \$9,840.).

All allowances increased in accordance with the general salary increases.

Health and Welfare: Dental Plan - Effective February 1, 1987, coverage is based on the 1986 (1982) Ontario Dental Association fee schedule.

Mileage Allowance: 24¢ per kilometre for the first 15,000 kilometres and 18¢ per kilometre thereafter. (Previously, 18¢ per kilometre regardless of distance travelled.)

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 407 employees, settled at the bargaining stage. Duration of negotiations - 4 months.



Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	General Increases	4.3%	4.3%
	Teacher-Level D 0-7 years	\$18,104-\$24,807 (\$17,358-\$23,784)	\$18,883-\$25,873
	Teacher-Level A1 0-10 years	\$22,428-\$38,198 (\$21,503-\$36,623)	\$23,392-\$39,840
	Teacher-Level A4 0-12 years	\$26,653-\$48,456 (\$25,554-\$46,458)	\$27,799-\$50,539
	Previous rates reflect 3.25% and 1% wage increases on September 1, 1985 and January 1, 1986 respectively.		

Responsibility Allowances:	Effective	<u>Feb. 14/87</u>
	Principal	\$7,852 (\$7,514)
	Vice-Principal	\$2,342 (\$2,241)
	Coordinator	\$4,032 (\$3,858)
	Consultant	\$3,485 (\$3,335)
	Assistant Consultant	\$1,656 (\$1,585)
	Admin. Special Services (new)	\$7,922 (\$7,581)

Previous rates reflect increases of 3.5% on January 1, 1986 for Principal and Vice-Principal and 6% on March 26, 1986 for Coordinator, Consultant and Assistant Consultant.

Health and Welfare: Life Insurance, OHIP, Major Medical and Dental Plan - Effective January 1, 1987, employer pays 100% (90%) of premium costs.

Wellington County Separate School Board at Guelph - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
	Increases	\$2,000 for High School Principal and \$1,500 for Vice-Principal	4% for Teachers; \$2,000 for High School Principal and Vice-Principal

	<u>Sept. 1/86</u>	<u>Jan. 1/87</u>
Additional Adjustments	Restructuring of Teachers wage grid	
Teacher-Level I 0-6 years	\$15,867-\$23,092 (\$15,867-\$23,092)	\$16,502-\$24,016
Teacher-Level IV 0-10 (0-11) years	\$21,698-\$36,864 (\$20,088-\$36,864)	\$22,566-\$38,339
Teacher-Level VII 0-11 (0-13) years	\$24,847-\$45,500 (\$24,465-\$44,968)	\$25,841-\$47,320
High School Principal* 0-4 years	\$56,000-\$60,000 (\$54,000-\$58,000)	\$58,000-\$62,000
High School Vice-Principal* 0-4 years	\$51,500-\$55,500 (\$50,000-\$54,000)	\$53,500-\$57,500

	<u>Sept. 1/87</u>	<u>Jan. 1/88</u>
Effective		
Increases	3% for Teachers; \$1,500 for High School Principal and Vice-Principal	3% for Teachers; \$1,000 for High School Principal and Vice-Principal
Teacher-Level I	\$17,080-\$24,857	\$17,592-\$25,603
Teacher-Level IV	\$23,356-\$39,681	\$24,057-\$40,871
Teacher-Level VII	\$26,745-\$48,976	\$27,547-\$50,445
High School Principal	\$59,500-\$63,500	\$60,500-\$64,500
High School Vice-Principal	\$55,000-\$59,000	\$56,000-\$60,000

\* Elementary School Principals and Vice-Principals continue to be paid base salary plus responsibility allowance.

Responsibility Allowances: Elementary School Principal - \$4,501 (\$4,328) basic allowance plus experience allowance of \$127 (\$122) per year to a maximum of 10 years and \$237 (\$228) per teacher. Effective September 1, 1987, \$4,771, \$135 and \$251 respectively.

Elementary School Vice-Principal - \$2,361 (\$2,270) basic allowance plus experience allowance of \$127 (\$122) per year to a maximum of 10 years and \$141 (\$136) per teacher. Effective September 1, 1987, \$2,503, \$135 and \$149 respectively.

Supervisor - \$4,639 (\$4,461). Effective September 1, 1987, \$4,917.

Curriculum Co-ordinator - \$3,876 (\$3,727). Effective September 1, 1987, \$4,109.

Teacher-in-Charge - 9% of the basic allowance for elementary school principal. (Previously, \$158 for 1-9 rooms and \$210 for 10 rooms and over.)

Graduate Degree Allowance: \$769 (\$725) per year.

Methods and Resource Specialists Allowance: \$780 (\$750), pro-rated for part-time employee.

McMaster University at Hamilton - Local 532, Service Employees International (AFL-CIO/CLC) (maintenance employees): A 12-month renewal agreement effective from October 1, 1986 to September 30, 1987, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 4/86</u>	<u>Apr. 4/87</u>
	General Increases	2.3%	2.3%
	Custodian 1	\$9.49 (\$9.28)	\$9.71
	Electrician A	\$13.53 (\$13.23)	\$13.84

Shift Premium: Effective October 4, 1986, 0-35¢-35¢ (0-25¢-25¢).

Swing Stage Premium: Effective October 4, 1986, 45¢ (35¢) per hour worked.

Paid Vacation: Effective June 30, 1987, 5 weeks after 18 (20) years of service and 6 weeks after 30 years (new).

Education Allowance: Effective December 16, 1986, employer pays 100% of tuition fees for spouse and child (new).

Safety Shoe Allowance: Effective December 16, 1986, employer pays 100% (75%) of the cost of one pair per year to a maximum of \$50 (\$40).

University of Toronto, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (part-time and temporary non-professional employees): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
	Increases		
	Regular part-time employees	5%	5%

	<u>Sept. 1/86</u>	<u>Sept. 1/87</u>
Temporary part-time employees and Assistant Library Technicians (Sessional Employees)	10.45% average	5%

Regular part-time

Library Technician III 3 levels	\$17,744-\$19,390 (\$16,899-\$18,466)	\$18,632-\$20,360
Library Technician V 3 levels	\$21,627-\$23,694 (\$20,597-\$22,565)	\$22,709-\$24,879
Temporary part-time employees and Assistant Library Technicians 4 (3) levels	\$7.00-\$8.20 (\$6.37-\$7.01)	\$7.35-\$8.61

The following provisions apply to regular part-time employees only.

aid Personal  
eave (new):

Up to 3 days per year.

aid Adoption  
eave (new):

2 weeks at 95% of salary and 15 weeks at the difference between UIC benefit and 95% of salary.

ealth and  
elfare:

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

University of Toronto - Faculty Association (Ind.): A 12-month renewal agreement effective from July 1, 1986 to June 30, 1987, covering 3,585 employees, settled by voluntary arbitration. Duration of negotiations - 5 months.

ages:

Effective	<u>July 1/86</u>	<u>May 1/87</u>
General Increases	4.49% rounded to the nearest \$100	2% rounded to the nearest \$100

Annual Rates

Assistant Professor	\$28,200-\$47,900 (\$27,000-\$45,800)	\$28,800-\$48,900
Associate Professor	\$34,700-\$62,300 (\$33,200-\$59,600)	\$35,400-\$63,500
Professor	\$46,200 (\$44,200)	\$47,100

Health and Welfare: Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule.

Continuation of Benefits for Retirees - Effective January 1, 1987, employer pays 75% (50%) and 80% (50%) of premium costs for major medical and dental plans respectively.

## HEALTH AND WELFARE SERVICES

Royal Ottawa Hospital - Local 942, Canadian Union of Public Employees (CLC)  
(full-time office, clerical and service employees): A 24-month renewal agreement effective from September 29, 1985 to September 28, 1987, covering 248 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
	General Increases	5%	4.5%
	Housekeeping Aide	\$9.52-\$9.92 (\$9.07-\$9.45)	\$9.95-\$10.37
	R.N.A.	\$10.36-\$10.95 (\$9.87-\$10.43)	\$10.83-\$11.44
	Electrician I	\$13.81-\$14.34 (\$13.15-\$13.66)	\$14.43-\$14.99

Maximum rates for Housekeeping Aide and R.N.A. are reached after three annual increases, and for Electrician I after one annual increase.

Shift Premium: 35¢ (28¢) per hour. Effective October 10, 1986, 45¢ for all hours worked if the majority of the shift hours fall between 3 p.m. and 7 a.m.

The following changes are effective October 10, 1986, unless stated otherwise.

Standby Pay: \$2 (\$1.25) per hour, not payable during a call back (new).

Paid Vacation: 4 weeks after 8 (12) years of service and 5 weeks after 17 (20) years.

Health and Welfare: Semi-Private Hospitalization - Employer pays 100% (50%) of premium costs.

Vision Care and Hearing Aid (new) - Employer pays 75% of premium costs. Maximum claim is \$60 every 2 years for vision care and \$300 lifetime for hearing aid.

Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.



Continuation of Benefits - Employer pays health and welfare premiums for a maximum 18 months for employee on W.C.B. leave (new).

- Paid Maternity Leave (new):** Maximum 15 weeks at the difference between 75% of regular weekly earnings and UIC benefit and any other earnings, after a 2-week waiting period.
- Technological Change:** Employer pays tuition and travel expenses for employee who requires retraining as a result of technological change. Employee is given up to 6 months to acquire the required new or greater skills (new).
- Job Security:** No lay-off of full-time employees due to reassignment of duties to part-time employees. The use of volunteers not to be extended beyond existing practice as of June 1, 1986 (new).

St. Joseph's Hospital at Hamilton and 38 other hospitals, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time paramedical employees): Forty-five 27-month renewal agreements effective from January 1, 1986 to March 31, 1988, covering 2,689 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>July 1/86</u>	<u>Apr. 1/87</u>
General Increases		2%	4%	4.25%
Additional Adjustment				*

\* A standard position of General Duty Technologist (GDT) in Laboratories and Radiology is established to replace generally the present RT1 and RT2 classifications, with a salary grid equal to the minimum and maximum of the Registered Nurse grid, and with the same time frame and number of steps, at April 1, 1987.

St. Joseph's Hospital  
Hamilton

Monthly Rates  
37.5 hours per week

Non-Registered Laboratory Technologist I 0-2 years	\$1,688-\$1,756 (\$1,655-\$1,722)	\$1,755-\$1,826	\$1,829-\$1,903
Registered Laboratory Technologist I 0-4 years	\$2,328-\$2,579 (\$2,283-\$2,529)	\$2,421-\$2,682	\$2,523-\$2,795
Registered Laboratory Technologist IV 0-4 years	\$2,748-\$3,062 (\$2,695-\$3,002)	\$2,857-\$3,184	\$2,978-\$3,319

Shift Premium:	45¢ per hour (unchanged), extended to employees required to work more than 2 hours outside and in conjunction with the normal day shift.
Standby Pay:	Effective April 1, 1987, \$2.10 (\$2) per hour, with a minimum of \$5 (unchanged) for each tour of standby if called in to work.
Paid Vacation:	Effective November 29, 1986, 5 weeks after 17 (18) years of service, and for classifications below Registered Technologist 1, 4 weeks after 8 (10) years.
Pay for Work on Paid Holidays (part-time):	Time and one-half (straight time) for all hours worked, plus 14% of straight time rate in lieu of benefits including holiday pay.
Paid Maternity Leave (new):	Employee below the Registered Technologist level receives 15 weeks at the difference between 75% of weekly earnings and UIC benefit.
Health and Welfare (full-time):	<u>Continuation of Benefits (new)</u> - Employer continues to pay premium costs for employee on W.C.B. leave, paid leave of absence or at any time salary is received.

Central Park Lodges, Hamilton, London, Ottawa and Toronto - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time and part-time retirement home employees): Four 24-month renewal agreements effective from June 1, 1986 to May 31, 1988, covering 298 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/86</u>	<u>June 1/87</u>
	General Increase	36¢	Wage reopener
	Domestic	\$8.96-\$9.46 (\$8.60-\$9.10)	
	Cook 1	\$10.05-\$10.61 (\$9.70-\$10.25)	
	Maximum rates are reached after 2 annual increases.		
Paid Vacation:	3 weeks after 5250 (5850) hours for all employees and 4 weeks after 14,000 (19,500) hours for full-time employees.		
Health and Welfare:	<u>Dental Plan</u> - Plan #9 (#7), with coverage based on the 1986 (1985) Ontario Dental Association fee schedule.		
Bereavement Leave:	If death in family occurs during vacation, 2 extra days are granted and vacation is extended accordingly.		
Pension Plan (new):	To be introduced by January 1, 1988.		

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Professional Institute (Ind.)

(research officers and research council officers): A 24-month renewal agreement effective from June 16, 1986 to June 12, 1988, covering 1,121 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 16/86</u>	<u>June 15/87</u>
	General Increases	3.75%	3.25%
	<u>Annual Rates</u>		
	Junior Research Officer/Research Council Officer 1	\$23,969-\$29,442 (\$23,103-\$28,378)	\$24,748-\$30,399
	Principal Research Officer/Research Council Officer 5	\$68,693-\$73,734 (\$66,210-\$71,069)	\$70,926-\$76,130

Maximum rates are reached on merit.

Flying Allowance: \$70 (\$65) per month.

Severance Pay: First Layoff - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service, no maximum. (Previously, to a maximum of 28 weeks' pay.)

Second or Subsequent Layoff - 1 week's pay per year of service, less any previous severance pay. (Previously, to a maximum of 27 weeks' pay.)

Treasury Board of Canada - Council of Graphic Arts Unions (4 AFL-CIO/CLC unions)

(printing operations, non-supervisory employees): A 26-month renewal agreement effective from July 1, 1986 to August 31, 1988, covering 493 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/86</u>	<u>Aug. 1/87</u>
	General Increases	4%	3.75%
	Additional Adjustments	Wage schedule revised above OF0-32 with new classifications added	
	Bindery Operator 1 BIN-1	\$8.69* (\$8.36)	\$9.02**
	1st Litho Pressman OF0-35 (new)	\$22.36	\$23.20

\* Except \$9.32 in Ottawa and \$9.85 in Toronto.

\*\* Except \$9.67 in Ottawa and \$10.22 in Toronto.

Weekend Premium (new): 45¢ per straight time hour worked between 8 a.m. Saturday and 8 a.m. Sunday for employee who is scheduled to work Tuesday to Saturday.

Night Shift Premium: 90¢ (85¢) per hour. Effective August 1, 1987, 95¢.

Lead Hand Premium: 90¢ (82¢) above the greater of either employee's hourly wage rate or that of the highest paid tradesman in the group. Effective August 1, 1987, 95¢.

Paid Vacation: 6 weeks after 30 years of service (new).

Paid Marriage Leave: 5 (2) days.

Severance Pay: Employee with 12 or more years of continuous service receives 1/2 week's pay per year of service to a maximum of 12 (11) weeks' pay.

#### LOCAL ADMINISTRATION

Mississauga City Corporation - Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1986 to December 31, 1986, covering 382 employees, settled by arbitration. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/86</u>
	General Increase	4.9%
	Additional Adjustment	Asst. Deputy Chief's rate is 50% (40%) above 1st Class Fire Fighter rate
	Category II- Clerk-Typist 0-30 months	\$16,682-\$18,778 (\$15,903-\$17,901)
	Fire Fighter 1st Class	\$37,300 (\$35,558)
	Assistant Deputy Chief	\$55,950 (\$49,781)

Previous rates reflect a 2.78% salary increase on July 1, 1985 as the result of a wage reopener.

Health and Welfare: Dental Plan - Coverage is based on the 1986 (1985) Ontario Dental Association fee schedule.

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years.

Addenda

December 1985 Settlement

TRANSPORTATION

Yellow Freight Systems of Ontario Inc., previously I.C.L. International Carriers Limited at London, Oshawa, St. Catharines and Windsor - Locals 141, 879, 880 and 938, Teamsters (Ind.) (drivers, dockmen, checkers and maintenance employees): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 378 employees\*, settled at the bargaining stage and ratified in December 1985. Duration of negotiations - 2 months.

\* Includes 110 employees currently on lay-off status.

Wages:	Effective	Jan. 1/86	Jan. 1/87	Jan. 1/88
General Increases		20¢	40¢	50¢
Dockman		\$13.19 (\$12.94-\$12.99)	\$13.59	\$14.09
Driver and Checker		\$13.34 (\$13.09-\$13.14)	\$13.74	\$14.24

Mileage rates - Drivers on highway operations: 29.94¢-30.34¢ (29.54¢-29.94¢) per mile depending on number of axles. Effective January 1, 1987, 30.74¢-31.14¢. Effective January 1, 1988, 31.74¢-32.14¢.

Cost of Living Allowance: 10¢ per hour worked and 0.25¢ per mile driven for each 1% increase in the Consumer Price Index - 1971=100, above the September base in each year of the agreement. Triggered at 5% annually. Calculated and paid monthly as a lump sum. (Basic formula is unchanged. Formula did not trigger.)

Overtime Mileage Rates (Drivers): \$7.16 (\$7.06) per hour. Effective January 1, 1987, \$7.36. Effective January 1, 1988, \$7.61.

Health and Welfare Fund: Employer Contribution - Effective November 1, 1986, \$137 (\$132) per month per employee. Effective November 1, 1987, \$142.

April 1986 Settlement

TRANSPORTATION

Municipal Tank Lines Limited, province-wide - Locals 91, 141, 880 and 938, Teamsters (Ind.) (drivers and maintenance employees): A 36-month renewal agreement effective from January 1, 1986 to December 31, 1988, covering 250 employees, settled at the bargaining stage and ratified in April 1986. Duration of negotiations - 1 month.



Wages:	Effective	<u>Apr. 20/86</u>	<u>Jan. 1/87</u>	<u>Jan. 1/88</u>
General Increases		20¢	40¢	50¢
Skilled Trades Adjustment				25¢
Group 4 (includes General Labour)		\$13.03 (\$12.83)	\$13.43	\$13.93
Driver		\$13.49 (\$13.29)	\$13.89	\$14.39
Group 1 (includes Mechanic Class A)		\$14.93 (\$14.73)	\$15.33	\$16.08
<u>Mileage Rates</u> (per mile)				
Sleeper		33.98¢ (33.58¢)	34.78¢	35.78¢
Other		30.28¢ (29.88¢)	31.08¢	32.08¢
Trains		31.48¢ (31.08¢)	32.28¢	33.28¢
Sleeper Trains		35.36¢ (34.96¢)	36.16¢	37.16¢
Quad Axle		30.78¢ (30.38¢)	31.58¢	32.58¢
Cost of Living Allowance:	10¢ per hour worked or 0.25¢ per mile driven for each 1% increase in the Consumer Price Index - 1981=100 (1971=100), above the September base in each year of the agreement. Triggered at 5% annually. Adjusted and paid monthly as a lump sum. Total payments made during the first and second year divided by 12 will be folded into the base rates October 1, 1986 and October 1, 1987. (Basic formula is unchanged. Formula did not trigger.)			
Mileage Allowance:	40¢ (35¢) per mile when required to use own car during the course of duty.			

#### July 1986 Settlements

#### EDUCATION AND RELATED SERVICES

Metropolitan Toronto Library Board - Locals 1582, 1806 and 2758, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical employees): Three 24-month renewal agreements effective from January 1, 1986 to December 31, 1987, covering 311 employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/86	Jan. 1/87
	General Increases	4.25%	*
<u>Annual Rates</u> <u>Locals 1582, Office</u>			
	Code A (Mail Clerk)	\$16,185-\$18,212 (\$15,525-\$17,470)	
	Code E (Librarian Assistant)	\$23,510-\$26,638 (\$22,552-\$25,552)	
	Computer Operations Technician	\$26,316-\$30,865 (\$25,243-\$29,607)	
* Increase to be the same as negotiated by Metropolitan Toronto and CUPE Locals 79 and 43 for the period January 1, 1987 to December 31, 1987.			
Maximum rates are reached on merit.			
Previous rates reflect a 4.25% increase on January 1, 1985.			
Shift Premium Local 2758):	0-44¢-44¢ (0-39¢-39¢).		
Sunday Premium:	65¢ (59¢) and 57¢ (53¢) per hour for Locals 1582 and 1806 respectively.		
Paid Rest Period part-time employees, Locals 582 and 1806):	One 15-minute break in each work period consisting of 3 hours or more (new).		
Paid Vacation:	5 weeks after 17 (18) years of service.		
Maternity, Adoption and Maternity Leave:	Improvements to be the same as negotiated between Metropolitan Toronto and CUPE Locals 79 and 43 for 1987.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is 2 times annual salary rounded to the nearest \$1,000 for full-time employees. (Previously, benefit was \$2,000.)  <u>OHIP</u> - Employer pays 50% of premium costs for eligible part-time employees in Locals 1582 and 1806 (new).  <u>Vision Care</u> - Effective February 1, 1986, employer pays 50% of premium costs for part-time employees (new) and 100% (unchanged) for full-time employees. Maximum claim is \$175 (\$75) every 2 years.  <u>Semi-Private Hospitalization Plan</u> - Employer pays 50% of premium costs for eligible part-time employees in Locals 1582 and 1806 (new).		

Long Term Disability - Benefit is 75% of basic salary to a maximum of \$2,000 (new) for full-time employees. (Previously, 65% for Locals 1582 and 1806 and 75% (unchanged) for Local 2758.)

Major Medical - Employer pays 50% of premium costs for part-time employees (new).

Dental Plan - Employer pays 50% of premium costs for part-time employees (new) and 100% (unchanged) for full-time employees. Maximum lifetime orthodontic benefit is \$1,500 (new).

Note: Improvements for 1987 to be the same as negotiated between Metropolitan Toronto and CUPE Locals 79 and 43 for the comparable health and welfare benefits.

## CONSTRUCTION

Thunder Bay Construction Association at OLRB Areas 22, 23 and 24 - Local 1669, Carpenters (AFL-CIO) (non-ICI construction): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 600 employees, settled at the bargaining stage and ratified in July 1986. Duration of negotiations - 6 months.

Package:	Effective	July 22/86	May 1/87	Nov. 1/87
	Increases	50¢	50¢	50¢ for residential employees, 75¢ for bridgework employees
	Journeyman, Residential	\$20.85 (\$20.35)	\$21.35	\$21.85
	Journeyman, Bridges	\$21.33 (\$20.83)	\$21.83	\$22.58

Package rates shown above include wages, vacation and holiday pay.

Industry Fund: Employer contributes 5¢ (3¢) per hour worked.

## August 1986 Settlement

## CONSTRUCTION

Thunder Bay Construction Association, General Contractors Division - Local 2693, Carpenters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1986 to April 30, 1988, covering 400 employees, settled at the bargaining stage and ratified in August 1986. Duration of negotiations - 4 months.

Package:	Effective	Aug. 25/86	Nov. 1/86	May 1/87
	General Increases	50¢		50¢

	<u>Aug. 25/86</u>	<u>Nov. 1/86</u>	<u>May 1/87</u>
Additional Adjustments		45¢ to Cement Finisher, and Working Foreman (Cement Finisher or Labourer) Leadhand	

Labourer-Residential	\$17.79 (\$17.29)		\$18.29
----------------------	----------------------	--	---------

Labourer	\$18.78 (\$18.28)		\$19.28
----------	----------------------	--	---------

Operator-Pile Driver	\$19.99 (\$19.49)		\$20.49
----------------------	----------------------	--	---------

Effective		<u>Nov. 1/87</u>	
-----------	--	------------------	--

Increase		67¢ to Cement Finisher, and Working Foreman (Cement Finisher or Labourer) Leadhand; 25¢ to Labourer-Residential; and 70¢ to all others	
----------	--	--	--

Labourer-Residential		\$18.54	
----------------------	--	---------	--

Labourer		\$19.98	
----------	--	---------	--

Operator-Pile Driver		\$21.19	
----------------------	--	---------	--

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare fund.

Holiday Pay: 6% (5%) of gross earnings.

Vacation Pay: 4% (5%) of gross earnings.

Welfare Fund (new): Effective August 25, 1986, employer contributes 50¢ per hour earned. Effective May 1, 1987, \$1. Effective November 1, 1987, \$1.25.

Industry Fund: 5¢ (2¢) per hour worked.

September 1986 Settlements

EDUCATION AND RELATED SERVICES

Hamilton-Wentworth Roman Catholic Separate School Board at Hamilton - Professional Staff Association (Ind.) (Unit 1: clerical, technical and office employees, and Unit 2: educational assistants and professional support staff): Two 24-month first agreements effective from January 1, 1986 to December 31, 1987, covering 228 employees, settled at the bargaining stage and ratified in September 1986. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/86</u>	<u>Jan. 1/87</u>	<u>Sept. 1/87</u>
	General	4.25%	3.3%	1%
	Increases			

Unit 1  
35 hours per week

Weekly Rates

Category 2 (includes Clerk-Typist 1)	\$266.88-\$302.85 (\$256.00-\$290.50)	\$275.69-\$312.84	\$278.45-\$315.97
---	--	-------------------	-------------------

Annual Rates

Level 10 (includes Technician III)	\$22,476-\$25,541 (\$21,560-\$24,500)	\$23,218-\$26,384	\$23,450-\$26,648
---------------------------------------	--	-------------------	-------------------

Unit 2

Hourly Rates  
30 hours per week

Educational Assistant Level 1	\$7.71-\$8.99 (\$7.39-\$8.62)	\$7.96-\$9.29	\$8.04-\$9.38
----------------------------------	----------------------------------	---------------	---------------

Annual Rates

35 hours per week

Speech Pathologist	\$33,026-\$37,530 (\$31,680-\$36,000)	\$34,116-\$38,768	\$35,457-\$39,156
--------------------	--	-------------------	-------------------

Maximum rates are reached on merit.

Hours of Work: 6 hours per day and 30 per week, 7 hours per day and 35 per week and 8 hours per day and 40 per week depending on classification.

Overtime Pay: Time and one-half for all hours worked beyond regular shift with a minimum of 1/2 hour, for employees on 35-hour and 40-hour week schedules. Time and one-half after 35 hours per week with a minimum of 1/2 hour, for employees on 30-hour week schedule.



Paid Rest Periods:	One 15-minute break at the mid point of each half shift.
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 10 days.
Pay for Work on Paid Holidays:	Time and one-half for all hours worked.
Paid Vacation:	3 weeks after 4 years of service, 4 weeks after 10 years, 5 weeks after 19 years and 6 weeks after 25 years for employees working a calendar year.
Vacation Pay:	6% after 4 years of service, 8% after 10 years, 10% after 19 years and 12% after 25 years for employees working a 10-month academic year.
Bereavement Leave:	5 days' paid leave upon death of a parent, child, spouse, brother or sister, 3 days for grandparent, grandchild, mother/father/brother/sister-in-law, and 1 day to attend funeral of other relatives.
Sick Leave:	Cumulative leave of 2 days per month to a maximum of 240 days for calendar year employees and 200 for academic year employees, pro-rated for other employees.
Maternity Leave:	Up to 1 day's paid leave on birth or adoption of child.
Jury Duty and Crown Witness Leave:	Employer pays the difference between regular salary and fees received.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% of the premium cost. Benefit is \$15,000 for job levels 1-7 and 3 times annual salary rounded to the nearest \$1,000 for job levels 8-10. Effective October 2, 1986, benefit is \$20,000 for levels 1-10 and unchanged for previous levels 8-10 employees.  <u>OHIP</u> - Employer pays 91% of premium costs.  <u>Semi-Private Hospitalization Plan</u> - Employer pays 95% of premium costs.  <u>Long Term Disability Plan</u> - Employer pays 70% of premium costs.  <u>Extended Health Care Plan</u> - Employer pays 100% of premium costs. Deductible is \$25 annually.  <u>Dental Plan</u> - Employer pays 50% of premium costs for the Canada Life Dental Plan (H1963-Dental Services). Effective January 1, 1987, 65%.
Pension Plan:	O.M.E.R.S. basic plan.
Mileage Allowance:	22¢ per kilometre when required to use own vehicle during the course of duty.

## EDUCATION AND RELATED SERVICES

Wellington County Board of Education at Guelph - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1986 to August 31, 1988, covering 776 employees, settled at the bargaining stage and ratified in September 1986. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/86</u>	<u>Feb. 1/87</u>	<u>Sept. 1/87</u>
	General	4.3%	2%	4.66%
	Increases			
	Teacher- Category I 0-6 years	\$17,166-\$24,116 (\$16,458-\$23,122)	\$17,509-\$24,598	\$18,325-\$25,744
	Teacher- Category 4 0-10 years	\$23,414-\$38,456 (\$22,449-\$36,871)	\$23,882-\$39,225	\$24,995-\$41,053
	Teacher- Category 7 0-11 years	\$26,838-\$47,374 (\$25,732-\$45,421)	\$27,375-\$48,321	\$28,651-\$50,573

Responsibility Allowances: Increased by 3.5% on September 1, of each year.

Health and Welfare: Life Insurance, OHIP, Major Medical and Dental Plan - Employer pays 85% (80%) of premium costs.

Dental Plan - Coverage is based on the 1985 (1984) Ontario Dental Association fee schedule. Effective September 1, 1987, the 1986 O.D.A. fee schedule.

## HEALTH AND WELFARE SERVICES

St. Joseph's Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time service employees): A 24-month renewal agreement effective from January 19, 1986 to January 18, 1988, covering 315 employees, settled at the post conciliation bargaining stage and ratified in September 1986. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
	Increases	40¢-\$1.15	39¢-68.6¢
	Additional Adjustment	19 (26) clas- sifications	
	Group 1 (includes Dietary Aide I)	\$9.640-\$9.755 (\$9.182-\$9.298)	\$10.030-\$10.145

	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
Group 11 (9) (includes R.N.A.)	\$10.950-\$11.196 (\$10.550-\$10.700)	\$11.340-\$11.586
Group 19 (23) (includes Electrician)	\$14.419 (\$13.269)	\$15.105
Maximum rates for Dietary Aide I and R.N.A. are reached after 2 annual increases.		
Overtime Pay:	Employee may take paid time off in lieu of overtime pay (new).	
Standby Pay:	\$1.40 (\$1.25) per hour.	
Shift Premium:	Effective January 19, 1987, 42¢ (40¢) per hour when majority of shift hours fall between 3 p.m. and 7 a.m.	
Sick Vacation:	Effective August 31, 1987, 5 weeks after 17 (20) years of service.	
Health and Welfare:	<u>Major Medical</u> - Maximum 90 8-hour shifts of private duty nursing per year (previously, no maximum).  <u>Dental Plan</u> - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.	
Clothing Allowance:	Effective January 19, 1987, \$60 (\$40) per year.	

#### October 1986 Settlements

#### TRANSPORTATION EQUIPMENT

Plaza Fiberglas Manufacturing Limited and Plaza Electro-Plating Limited at North York - United Steelworkers (AFL-CIO/CLC): A 24-month first agreement effective from October 20, 1986 to October 19, 1988, covering 246 employees, settled at the conciliation officer stage and ratified in October 1986. Duration of negotiations - 6 months.

Effective	<u>Oct. 20/86</u>	<u>Oct. 20/87</u>
Increases	6% for Job Class 1 4% for all others	6% for Job Class 1 4% for all others
Job Class 1 (Includes Helper)	\$6.00-\$6.60	\$6.36-\$7.00
Job Class 8 (Mold Maker 11)	\$10.25	\$10.66

Maximum rate for Helper is reached after 1 year.

Incentive Workers - Piecework rates increased by 4% each year.

Hours of Work:	8 hours per day.
Overtime Pay:	Time and one-half for all hours worked in excess of regular weekly hours. An average hourly-rated formula will be used for piece workers.
Pay for Work on Paid Holidays:	Time and one-half for all hours worked, plus holiday pay.
Paid Holidays:	One-half day on New Year's Eve, New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Eve, and Christmas Day are recognized for a total of 9 1/2 days. When holiday falls during vacation, employee is entitled to holiday pay and applicable shift premium, plus an additional day off.
Paid Vacation:	3 weeks after 10 years of service.
Reporting Pay:	Minimum 4 hours' work or 4 hours' pay at regular rate when employee reports to work because of insufficient notice.
Call-Back Pay:	Minimum 4 hours' straight time pay, or time and one-half for 11 hours worked, whichever is greater, for hourly rated employees. Time and one-half for all hours worked immediately preceding regular shift, provided regular shift is completed.
Injury Pay:	Employee receives appropriate rate of pay for remainder of day, when requested by company physician to leave work. Employer will pay for transportation when necessary.
Bereavement Leave:	3 days' paid leave upon death of parent, parent-in-law, spouse, child, brother, sister, grandparent and grandchild.
Citizenship Hearing Leave:	Employee receives up to 8 hours' pay to attend hearing when verified by employer.
Jury and Witness Duty:	Employee receives the difference between regular rate of pay and juror or witness pay.
Temporary Transfer:	Employee temporarily transferred at employer's request receives the higher of regular rate of pay or rate of the temporary position. When temporary transfer is due to lack of work, employee receives rate of temporary position.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 50% of premium costs. Maximum benefit is \$10,000. <u>OHIP</u> - Employer pays 60% of premium costs. Effective October 20, 1987, 70%. <u>Major Medical</u> - Employer pays 50% of premium costs for a plan which includes drug benefit. No deductibles or co-insurance. <u>Weekly Indemnity</u> - Effective January 15, 1987, employer contributes 4¢ per hour worked.

Dental Plan and Vision Care - Details not available.

Health and Welfare Benefits for Retirees - Employer pays 50% of premium costs.

aid Union Leave: Up to 15 days' paid leave per contract year for each of a maximum of 4 members to attend union business. 2 negotiating committee members plus Plant Chairperson or President will be paid when meeting with the employer, up to the conciliation stage.

safety Shoe Allowance: Employer pays up to \$60 for one pair per year for Plating Department employees and Laminators, and 50% to a maximum \$30 for all other employees.

safety Prescription Glasses: Employer pays 100% of cost of C.S.A. approved safety glasses for eligible employees.

ension Plan: Employer Contribution - 2% of straight time salary towards contributory plan.

#### TRANSPORTATION

Ottawa Taxi Owners and Brokers Association - Local 1688, Retail, Wholesale Employees\* (AFL-CIO/CLC): A 21-month renewal agreement\* effective from November 1, 1986 to July 31, 1989, covering 987 employees, settled at the conciliation officer stage and ratified in October 1986. Duration of negotiations - 12 months.

\* Previous agreement with the Canadian Operating Engineers (CCU) expired October 1, 1984.

eter Rates: Effective October 1, 1987, increase based on the percentage increase in the Consumer Price Index (CPI) for Ottawa from January 1, 1986 to April 30, 1987. Effective December 1, 1988, increase based on the percentage increase in the CPI for Ottawa from May 1, 1987 to April 30, 1988.

ental Rates: Effective November 1, 1986, rates for drivers renting cars:

Monthly Stand Rent                      \$284

Monthly Plate Rent                      \$382

24-hour car rental

- with computer                      \$55

- with computer                      \$57  
and propane

12-hour car rental

- with computer                      \$36

- with computer                      \$37.50  
and propane



Effective October 1, 1987 and December 1, 1988, the above rates increase in accordance with the meter rate increases.

Taxi Package: Employer provides at no extra cost: roof sign, taxi meter, two-way radio, picture holder, full tank of fuel at start time for a 12-hour rental, and fully operational computer when requested.

Rent-Free Car for Vacation (Rental Drivers): 2 weeks of taxi use rent-free after 1 year of seniority, 3 weeks after 3 years, and 4 weeks after 7 years.

Rental Driver Insurance: Employer pays 100% of premium costs for collision insurance with deductibles not exceeding \$250 for the first accident, \$500 for the second, and \$1,000 for the third and subsequent accidents; and comprehensive insurance with no deductible.

#### HEALTH AND WELFARE SERVICES

St. Mary's Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees):  
Two 24-month renewal agreements effective from January 19, 1986 to January 18, 1988, covering 256 employees, settled by arbitration in October 1986. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 19/86</u>	<u>Jan. 19/87</u>
	Increases	40¢-49.6¢	39¢-50¢
	Dietary Aide	\$9.639-\$9.755 (\$9.182-\$9.298)	\$10.029-\$10.145
	R.N.A.	\$11.046-\$11.196 (\$10.550-\$10.700)	\$11.436-\$11.586
	Chef	\$12.009-\$13.150 (\$11.609-\$12.750)	\$12.509-\$13.650

Maximum rates for Dietary Aide and R.N.A. are reached after 2 years, and for Chef after 4 years.

Shift Premium: Effective January 19, 1987, 42¢ (40¢) per hour if majority of shift hours fall between 3 p.m. and 7 a.m.

Standby Pay: \$1.40 (\$1.25) per hour.

Paid Vacation: (full-time): Effective July 1, 1987, 5 weeks after 17 (20) years of service.

Vacation Pay (part-time): Effective January 19, 1987, 10% after 17 (20) years of service.

Health and Welfare: Dental Plan - Coverage continues to be based on the current year's Ontario Dental Association fee schedule.

Uniform Allowance: Effective January 19, 1987, \$60 (\$40) per year for full-time employees and 3.75¢ (2.5¢) per hour for part-time employees.

# November 1986 Settlements

## ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Co. Division at Ottawa - Salaried Employees Alliance (Ind.): A 12-month agreement on wages as the result of a wage reopener provision during the last year of a 2-year agreement terminating on October 31, 1987, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Effective Nov. 1/86

Increase 8.25% approx.

### Annual Rates

Junior Program Analyst	\$20,379-\$30,746 (\$18,826-\$28,403)
Senior Engineer	\$48,220-\$56,900 (\$44,400-\$52,100)

Maximum rates are reached on merit.

## RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, A & P Food Stores and New Dominion Stores Divisions at Sault Ste Marie and various centres in northern Ontario - Various Locals, Retail Wholesale Employees (AFL-CIO/CLC) (full-time and part-time retail food employees): Two 25 1/2-month renewal agreements effective from May 14, 1986 to June 25, 1988, covering 517 employees, settled at the conciliation officer stage and ratified in November 1986. Duration of negotiations - 2 months.

Effective	Nov. 24/86	June 22/87
Increase	Lump Sum Payments*	
Full-time employees		40¢ to maximum rates
Part-time employees		35¢ for employee hired before Nov. 24/86

### Full-time Employees

Clerk A 0-30 months	\$7.20-\$12.42** (\$7.20-\$12.42)	\$7.20-\$12.82**
------------------------	--------------------------------------	------------------

	<u>Nov. 24/86</u>	<u>June 22/87</u>
Meat Cutter 0-12 months	\$12.98-\$14.26 (\$12.98-\$14.26)	\$12.98-\$14.66
<u>Part-time Employees</u>		
Hired before Nov. 24/86		
0-36 months		
Student	\$4.88-\$9.92** (\$4.88-\$9.92)	\$4.88-\$10.27**
Non-Student	\$5.13-\$9.92** (\$5.13-\$9.92)	\$5.13-\$10.27**
Employee hired after Nov. 24/86 0-48 months	\$4.88-\$9.92	\$4.88-\$9.92

\*\* Top rates for employees hired prior to October 1, 1978: effective November 24, 1986, Clerk A - \$12.60; Student and Non-student \$9.98. Effective June 22, 1987, Clerk A - \$13.00; Student and Non-Student - \$10.33.

\*Lump Sum  
Payments:

Eligible full-time employees receive three lump sum payments of \$300 during the first contract year. Eligible part-time employees hired before November 24, 1986 receive three lump sum payments calculated at 35¢ per hour worked, paid on the same dates.

Economic  
Adjustments  
(full-time):

Eight quarterly payments of \$125 (\$91) each.

Pension Plan:

Plan is not negotiable for 48 months.

Past Service Benefit - Effective June 23, 1986, \$18 per month per year of service prior to (after) 1979. Effective June 22, 1987, \$19. Effective June 20, 1988, \$20. Effective June 19, 1989, \$20.50.

EDUCATION AND RELATED SERVICES

Simcoe County Board of Education at Barrie - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1986 to August 31, 1987, covering 967 employees, settled at the bargaining stage and ratified in November 1986. Duration of negotiations - 3 months.

Wages:

Effective	<u>Sept. 1/86</u>
Increase	2.72%-4.3%
Teacher-Category IV 0-11 years	\$22,269-\$38,109 (\$21,351-\$36,538)
Teacher-Category VII 0-11 years	\$27,257-\$48,370 (\$26,133-\$46,376)

	<u>Nov. 24/86</u>	<u>June 22/87</u>
Curriculum Officer 0-2 years	\$52,054-\$54,000 (\$50,299-\$52,452)	
Vice-Principal 0-3 years	\$53,575-\$57,181 (\$51,367-\$54,823)	
Principal 0-4 years	\$60,529-\$65,241 (\$58,923-\$63,510)	
ump Sum ayment:	Effective in June 1987, 1.6% of salary for Principals and 1.86% for Curriculum Officers.	
responsibility llowances:	Increased by 4.3%.	
arly Retirement ncentive Plan (new):	Effective from September 1, 1986 to August 31, 1989, teachers with 10 years of service and eligible for pension may apply.	

#### HEALTH AND WELFARE SERVICES

Scarborough General Hospital - Local 1487, Canadian Union of Public Employees (CLC)  
(full-time service and maintenance employees): A 24-month  
renewal agreement effective from September 29, 1985 to September  
28, 1987, covering 416 employees, settled with mediation  
assistance and ratified in November 1986. Duration of  
negotiations - 13 months.

ages:	Effective	<u>Sept. 29/85</u>	<u>Sept. 29/86</u>
	General Increases	5%	4.5%
	Aide	\$9,641-\$9,773 (\$9,182-\$9,308)	\$10,075-\$10,213
	R.N.A.	\$10,772-\$10,953 (\$10,259-\$10,431)	\$11,257-\$11,445
	Journeyman Electrician	\$13,239-\$13,516 (\$12,609-\$12,872)	\$13,835-\$14,124

Maximum rates are reached after one year.

ift Premium: 35¢ (28¢) per hour when majority of the shift hours fall between  
3 p.m. and 7 a.m. Effective October 10, 1986, 45¢.

The following changes are effective October 10, 1986, unless  
otherwise stated.

Sandby Pay: \$2 (\$1.25) per hour, not payable during a call back (new).

id Vacation: 4 weeks after 8 (12) years of service and 5 weeks after 17 (20)  
years.

Health and  
Welfare:

Semi-Private Hospitalization - Employer pays 100% (50%) of premium costs.

Vision Care and Hearing Aid (new) - Effective February 1, 1987, employer pays 75% of premium costs. Maximum claim is \$60 every 2 years for vision care and \$300 lifetime for hearing aid.

Dental Plan - Effective February 1, 1987, coverage is based on the current year's (1981) Ontario Dental Association fee schedule.

Continuation of Benefits - Employer continues payment for health and welfare premiums for a maximum 18 months for employee on W.C.B. leave (new).

Paid Maternity  
Leave (new):

Maximum 15 weeks at the difference between 75% of regular weekly earnings and UIC benefit and any other earnings, after a 2-week waiting period.

Technological  
Change (new):

Employer pays tuition and travel expenses for employee who requires retraining as a result of technological change. Employee is given up to 6 months to acquire the required new or greater skills.

Job Security:

No lay-off of full-time employees due to reassignment of duties to part-time employees. The use of volunteers not to be extended beyond existing practice as of June 1, 1986.

Meal Allowance:

\$3.50 (\$2.75) after 3 hours of overtime.

Contracting Out:

Contractor should offer benefits comparable to existing package (new).



ISSN 0830-0062



Ontario

ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO

JANUARY TO DECEMBER 1986  
CUMULATIVE INDEX BY EMPLOYER

RESEARCH AND ANALYSIS UNIT  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR



HON. WILLIAM WRYE  
MINISTER

GLENN THOMPSON  
DEPUTY MINISTER



<u>EMPLOYER AND UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
3M Canada Inc., London and Auto Workers (CLC)	May	149
A. G. Simpson Co. Ltd., Oakville, Oshawa, Scarborough and Windsor and Simpson Plant Council (Ind.)	Aug.	308
Air Canada, system-wide and Cdn. Auto Workers (CLC) (full-time and part-time sales dept. empls.)	Oct.	374
Alcan Rolled Products Ltd., Kingston and United Steelworkers (AFL-CIO/CLC) and Machinists (AFL-CIO/CLC) (production and maintenance empls.)	June	212
Allied Automotive Canada Inc., Bendix Safety Restraints Ltd. Div., Collingwood and Cdn. Auto Workers (CLC)	Nov.	434
Amcan Castings Ltd., Hamilton and United Steelworkers (AFL-CIO/CLC)	Mar.	72
American Can Canada Inc., Hamilton and CLC Directly Chartered	July	272
American Can Canada Inc., Simcoe and United Steelworkers (AFL-CIO/CLC)	May	151
American Motors (Canada) Inc., Brampton and Cdn. Auto Workers (CLC) (production and maintenance empls.)	Sept.	332
American Motors (Canada) Inc., Canadian Fabricated Products Div., Stratford and Cdn. Auto Workers (CLC)	Dec.	444
Architectural Glass and Metal Contractors Assn., province-wide and Ont. Council, Painters (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	248
Artex Woollens Limited, Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	110
Arvin Automotive of Canada Ltd., Concord and United Steelworkers (AFL-CIO/CLC)	Oct.	397
Associated Fur Industries of Toronto Inc. and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	112
Association of Canadian Film and Television Producers (ACFTP), Canadian Film and Television Association (CFTA) and National Film Board of Canada (NFB), Canada-wide and Cdn. TV and Radio Artists (ACTRA) (CLC)	Mar.	92
Atlantic Packaging Products Ltd., Scarborough and Printing and Graphic Communications (AFL-CIO/CLC)	Apr.	113
B. F. Goodrich Canada Inc., Kitchener and Rubber Workers (AFL-CIO/CLC)	June	207
Bata Industries Limited, Bata Engineering Div., Batawa and Machinists (AFL-CIO/CLC)	Mar.	74
Bata Industries Ltd., Footwear Div., Batawa and Trenton and Food and Commercial Workers (AFL-CIO/CLC) (production and warehouse empls.)	Dec.	442
Beatrice International (Canada) Ltd., Colonial Cookies Div., Kitchener and Food and Commercial Workers (AFL-CIO/CLC)	Feb.	36
Bell Canada, Ont. and Que. and Cdn. Telephone Employees' Assn. (Ind.) (clerical and associated empls.)	Jan.	16
Bell Canada, Ontario and Quebec and Cdn. Telephone Empls. (Ind.) (communications sales empls.)	Aug.	311
Bendix Heavy Vehicle Systems Inc., London and Cdn. Auto Workers (CLC)	Sept.	335
Bethany Lodge and 9 other nursing homes, London district and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	91
Bilt-Rite Upholstering Co. Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	Apr.	112
Boilermakers Contractors Assn. Canada-wide, except British Columbia, Alberta and Quebec and Boilermakers (AFL-CIO/CLC)	Nov.	433
Boots Drug Stores (Canada) Ltd., Ottawa and Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	Oct.	380

Boots Drug Stores (Canada) Ltd., province-wide except the Regional Municipality of Ottawa-Carleton and Food and Commercial Workers (AFL-CIO/CLC)	Apr.	122
Brant County Board of Education, Brantford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	456
Brant County Board of Education, Brantford and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	457
Brown Shoe Co. of Canada Ltd., Perth and United Textile Workers (AFL-CIO/CLC)	Nov.	407
Bruce County Board of Education, Chesley and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	345
Bruce County Board of Education, Chesley and Ont. Secondary School Teachers' Fed. (Ind.)	May	167
Burns International Security Services Ltd., Pearson International Airport, Terminals 1 and 2, Toronto and Machinists (AFL-CIO/CLC)	Feb.	57
C & C Yachts Ltd., Niagara-on-the-Lake and Carpenters (AFL-CIO)	Aug.	310
Cambridge Towel Corp. and Elco Kitchen Products Ltd., Cambridge and Clothing and Textile Workers (AFL-CIO/CLC)	Oct.	368
Canada Packers Inc., Canada Packers Poultry Div., Walkerton and Food and Commercial Workers (AFL-CIO/CLC)	July	268
Canada Packers Inc., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	62
Canada Post Corp., system-wide and Letter Carriers (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Apr.	120
Canada Post Corp., system-wide and Postal Officials (Ind.) (postal supervisors)	Sept.	339
Canada Post Corp., system-wide and Public Service Alliance (CLC)	Mar.	85
Canada Safeway Ltd., Thunder Bay and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	454
Canada Wire and Cable Ltd., Simcoe and United Steelworkers (AFL-CIO/CLC)	Apr.	117
Canadian A.S.E. Limited, Toronto and United Steelworkers (AFL-CIO/CLC)	May	154
Canadian Advertising Institute and Canadian Advertisers Assn., National Commercial Agreement and Cdn. TV and Radio Artists (CLC) (freelance empls.)	Aug.	315
Canadian Automatic Sprinkler Assn., Canada-wide except Que. and B.C. and Plumbers (AFL-CIO/CFL) (Road Sprinkler Fitter Agreement)	June	248
Canadian Broadcasting Corp., system-wide and CUPE (CLC) (office and professional unit, English Services Div.)	Dec.	452
Canadian Broadcasting Corp., system-wide and CUPE (CLC) (production unit)	Dec.	451
Canadian Imperial Bank of Commerce, Chargex Centre, Toronto, and CLC Directly Chartered (CLC) (full-time and part-time empls.)	Jan.	19
Canadian Imperial Bank of Commerce, Mortgage Dept., Toronto and CLC Directly Chartered (CLC) (full-time and part-time mortgage servicing empls.)	July	275
Canadian Independent Commercial Producers Assn., Toronto and Theatrical Stage Empls. (I.A.T.S.E.) (AFL-CIO/CLC)	July	301
Canadian National Institute for the Blind, Ontario Div., province-wide and Service Employees Intl. (AFL-CIO/CLC)	May	178
Canadian National Railway, system-wide and Associated Railway Unions (6 shop-craft unions) (AFL-CIO/CLC and CFL)	Mar.	80
Canadian National Railway, system-wide and Locomotive Engineers (Ind.) (locomotive engineers, firemen and hostlers)	Jan.	15

Canadian National Railway, system-wide and Railway Carmen (AFL-CIO/CLC)	Jan.	13
Canadian National Railway, system-wide and United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, brakemen, car retarder operators, yardmen and switchtenders)	Jan.	15
Canadian Pacific Ltd.; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway, and Esquimalt and Nanaimo Railway, system-wide and Associated Railway Unions (6 shop-craft unions) (AFL-CIO/CLC and CFL)	Mar.	80
Canadian Pacific Ltd; Dominion Atlantic Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway; and Esquimalt and Nanaimo Railways, system-wide and Railway Carmen (AFL-CIO/CLC)	Jan.	15
Canadian Press and Broadcast News Limited, Toronto and Ottawa and Newspaper Guild (AFL-CIO/CLC)	May	177
Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees Assn. (Ind.) (full-time and part-time empls.)	June	236
Canadian Shipbuilding and Engineering Ltd., Port Arthur Shipbuilding Co. Div., Thunder Bay and United Steelworkers (AFL-CIO/CLC), Painters (AFL-CIO/CFL), Carpenters (AFL-CIO) and Plumbers (AFL-CIO/CFL)	June	215
Canadian Shipbuilding and Engineering Ltd., Port Weller Dry Docks Div., St. Catharines and Boilermakers and Electrical Workers (IBEW) (AFL-CIO/CFL)	Dec.	448
Canadian Standards Assn., Toronto and CUPE (CLC)	May	176
Canadian Woodwork Manufacturers Assn., Toronto and vicinity and Carpenters (AFL-CIO)	July	295
Cara Operations Limited, Airline Services Div., Mississauga and Hotel Employees (AFL-CIO/CLC)	Mar.	93
Carleton Board of Education, Nepean and Ont. Secondary School Teachers' Fed. (Ind.) (secondary school occasional teachers)	May	168
Carleton Roman Catholic Separate School Board, Nepean and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	47
Carleton Roman Catholic Separate School Board, Nepean and Ont. English Catholic Teachers' Assn. (Ind.)	Sept.	347
Carleton University, Ottawa and University Professors (Ind.) (professors, librarians and instructors)	Jan.	27
Carlton Cards Ltds., Toronto and Cdn. Paperworkers (CLC)	Jan.	7
Carpenters Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Assn., the Acoustical Assn. of Ont., the Resilient Flooring Contractors Assn. of Ont., the Caulking Contractors Assn. of Ont., the Industrial Contractors Assn. of Canada and the Interior Systems Contractors Assn. of Ont., province-wide and Ont. Provincial Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	June	249
Caterpillar of Canada Ltd., Brampton and Mississauga and Cdn. Auto Workers (CLC)	Oct.	371
CCL Industries Inc., Continental Can Canada Inc. subsidiary, Toronto and Trenton, Ont., and at centres in B.C., and Que. and United Steelworkers (AFL-CIO/CLC) (hourly rated and salaried empls.)	Mar.	73
Cement Masons Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Waterproofing Contractors Assn. of Ontario, Concrete Floor Contractors Assn. of Ontario, and Industrial Contractors Assn. of Canada, province-wide and Ont. Provincial Conference, Plasterers (AFL-CIO/CFL) (cement masons) (industrial, commercial and institutional construction)	July	287



Central Park Lodges, Hamilton, London, Ottawa and Toronto and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time retirement home empls.)	Dec.	467
Champion Spark Plug Company of Canada Limited, Windsor and Auto Workers (CLC)	Apr.	116
Chatham Public General Hospital and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Oct.	390
CKR Inc., Colgate-Palmolive Canada Div., Toronto and Teamsters (Ind.)	May	158
CN Hotels Inc. c.o.b. as L'Hotel, Toronto and Railway, Transport and General Workers (CLC) (full-time and part-time service empls.)	Sept.	357
CNCP Telecommunications, system-wide and Communications and Allied Workers (CCU)	Dec.	452
Constellation Hotel Corp. Ltd., Toronto and Textile Processors (Ind.)	Nov.	431
Consumer's Gas Company, Toronto and other central and southeastern Ontario centres (operating and maintenance empls.), Ottawa Gas, Ottawa Region (operating and office empls.) and Provincial Gas Company, Niagara Regional Municipality (operating and maintenance empls.) and Energy and Chemical Workers (CLC)	May	163
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa and Salaried Employees Alliance (Ind.)	Jan.	13
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa and Stittsville and Employees Assn. (Ind.)	Dec.	449
Control Data Canada Ltd., Computing Devices Co. Div., Ottawa and Salaried Employees Alliance (Ind.)	Dec.	482
Cooper Canada Ltd., Toronto and Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	Aug.	310
Council of Printing Industries of Canada, Hamilton, London, Ottawa, and Toronto, Ont. and Montreal, Que. and Graphic Communications Union (AFL-CIO/CLC) (lithographers and photoengravers)	Mar.	70
Council of Printing Industries of Canada, Toronto and district and Graphic Communications Union (AFL-CIO/CLC) (bookbinders)	Mar.	71
Council of Printing Industries of Canada, Toronto and Typographical Union (AFL-CIO/CLC)	July	271
Crane Canada Inc., Brantford and United Steelworkers (AFL-CIO/CLC)	May	153
Crown Cork & Seal Canada Inc., Concord and United Steelworkers (AFL-CIO/CLC)	Sept.	331
CTV Television Network Ltd., system-wide and Canadian TV and Radio Artists (CLC) (TV performers and writers)	Oct.	398
Cyanamid Canada Inc., Welland Plant, Niagara Falls and Energy and Chemical Workers (CLC) (operations and maintenance empls.)	Dec.	450
Dare Foods Ltd., Biscuit Div., Kitchener and Bakery and Tobacco Workers (AFL-CIO/CLC)	June	204
Dome Mines Ltd., South Porcupine and United Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	July	273
Donlee Manufacturing Industries Ltd., Paramount Industries and Donlee Plastics Divisions, Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	10
Dorr-Oliver Canada Ltd., Orillia and United Steelworkers (AFL-CIO/CLC)	May	154
Dow Chemical Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	May	159
Drug Trading Co. Ltd. and Druggists' Corp. Ltd., Scarborough and Toronto and Energy and Chemical Workers (CLC) (office, plant and warehouse empls.)	Aug.	312
Du Pont Inc., Kingston Works and Kingston Independent Nylon Workers Union (Ind.)	Jan.	4

Durham Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	381
Durham Board of Education, Oshawa and CUPE (CLC) (full-time and part-time office, clerical and technical empls.)	Sept.	348
Durham Region Roman Catholic Separate School Board, Oshawa and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	169
Durham Regional Board of Commissioners of Police, Oshawa and Police Assn. (Ind.)	Apr.	144
Durham Regional Municipality, Whitby and CUPE (CLC) (inside empls.)	Nov.	432
East York Borough and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	21
East York Borough, Metropolitan Toronto and the Cities of Etobicoke, North York, Scarborough, and York Boards of Education and CUPE (CLC) (office, clerical, technical, and maintenance empls.)	Apr.	122
East York Borough, Metropolitan Toronto, and the Cities of Etobicoke, North York, Scarborough, Toronto and York Boards of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	20
Eaton Yale Ltd., Suspension Div., Wallaceburg and United Auto Workers (AFL-CIO)	June	213
Eldorado Resources Ltd., Port Hope and United Steelworkers (AFL-CIO/CLC)	Aug.	307
Electrical Power Systems Construction Assn., province-wide and Electrical Power Systems Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (Generation Projects Construction)	May	189
Electrical Power Systems Construction Assn., province-wide and Electrical Workers (IBEW) (AFL-CIO/CFL) (Transmission System Construction)	May	190
Electrical Power Systems Construction Assn., province-wide and Structural Iron Workers (AFL-CIO)	July	285
Electrical Trade Bargaining Agency of the Electrical Contractors Assn. of Ont., province-wide and Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	June	250
Elgin County Board of Education, St. Thomas and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	419
Elgin County Board of Education, St. Thomas and Ont. Secondary School Teachers' Fed. (Ind.)	June	221
Emco Ltd., London Factory Div. and United Steelworkers (AFL-CIO/CLC)	Nov.	410
Epton Industries Inc., Kitchener and Rubber Workers (AFL-CIO/CLC)	Nov.	405
Esselte Pendaflex Canada Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Jan.	6
Essex County Board of Education, Essex and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	348
Essex County Board of Education, Essex and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	222
Essex County Roman Catholic Separate School Board, Essex and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	299
Etobicoke City Corp. and Intl. Fire Fighters (AFL-CIO/CLC)	Apr.	141
Excel Metalcraft Ltd., Aurora and Auto Workers (CLC)	Feb.	40

Extendicare Ltd., Beacon Hill Lodges of Canada Ltd., Bestview Holdings Ltd., Diversicare Inc., Tendercare Nursing Homes Ltd., and Villacentres Management Ltd., various centres in Ontario and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	92
F. W. Fearman Co. Ltd., Burlington and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	403
Falconbridge Limited, Falconbridge and United Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	May	160
Federal Pioneer Ltd., Toronto and Communications-Electrical Workers (CLC)	Mar.	75
Federal-Mogul Corp., Carter Automotive Canada Limited Div., Bramalea and Machinists (AFL-CIO/CLC)	Apr.	116
Federated Building Maintenance Co. Ltd., First Canadian Place, Toronto and Food and Service Workers (CCU)	Feb.	52
Fiberglas Canada Inc., Sarnia and Energy and Chemical Workers (CLC)	Mar.	76
Fiberglas Canada Inc., Textile and Chemical Plants, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	July	270
Firestone Canada Inc., Hamilton and Rubber Workers (AFL-CIO/CLC)	Mar.	66
Fleck Manufacturing Inc., Huron Park and Cdn. Auto Workers (CLC)	Sept.	336
Ford Glass Ltd., Fabricated Products Div., Vaughan Township and Teamsters (Ind.)	May	157
Frankel Steel Limited, Milton and United Steelworkers (AFL-CIO/CLC)	Apr.	114
Frontenac County Board of Education, Kingston and CUPE (CLC) (office, clerical, custodial and maintenance empls. and non-teaching assistants)	Apr.	126
Frontenac County Board of Education, Kingston and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Aug.	312
Frontenac County Board of Education, Kingston and Ont. Secondary School Teachers' Fed. (Ind.)	June	223
Frontenac County Board of Education, Kingston and Ont. Secondary School Teachers' Fed. (Ind.)	Mar.	87
G. W. Martin Co., Sault Ste. Marie and Woodworkers (AFL-CIO/CLC)	Feb.	37
G.U.S. Canada Inc., various locations in Ontario, New Brunswick, Nova Scotia and Quebec and Food and Commercial Workers (AFL-CIO/CLC)	May	194
Gelco Express/B.D.C. Ltd., Inter-city and Teamsters (Ind.)	Sept.	356
General Foods Inc., Hostess Food Products Ltd. Div., Cambridge and Retail Wholesale Empls. (AFL-CIO/CLC) (production empls.)	Apr.	107
General Signal Ltd., Edwards Unit, Owen Sound and United Steelworkers (AFL-CIO/CLC)	Oct.	373
General Tire Canada Ltd., Tire Div., Barrie and Rubber Workers (AFL-CIO/CLC)	Aug.	305
Glengarry Transport Ltd., Operations Div., Alexandria and Food and Commercial Workers (AFL-CIO/CLC)	May	161
Goldcrest Furniture Ltd., Toronto and Teamsters (Ind.)	June	209
Goodyear Canada Inc., Bowmanville Factory and Office, Newcastle and Rubber Workers (AFL-CIO/CLC)	Apr.	109
Goodyear Canada Inc., New Toronto Factory, Central Distribution Warehouse and Bramshott Warehouse, Toronto and Rubber Workers (AFL-CIO/CLC)	Mar.	67
Great Atlantic and Pacific Co. of Canada Ltd., A & P Food Stores and New Dominion Stores Divs., Sault Ste Marie and various centres in northern Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Dec.	482



Great Atlantic and Pacific Co. of Canada Ltd., New Dominion Stores Div., Toronto and various other centres throughout southern Ontario and Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Sept.	342
Great Atlantic and Pacific Co. of Canada Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Sept.	340
Great Northern Apparel Inc., Brantford and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	408
Great Northern Apparel Inc., Stoney Creek and Clothing and Textile Workers (AFL-CIO/CLC)	Mar.	68
Grey County Board of Education, Markdale and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	48
Grey County Board of Education, Markdale and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	224
Grey County Board of Education, Markdale and Ont. Secondary School Teachers' Fed. (Ind.)	June	224
H. J. Heinz Co. of Canada Ltd., Leamington and Food and Commercial Workers (AFL-CIO/CLC) (plant, office, clerical, technical and quality control empls.)	June	203
Haley Industries Ltd., Haley and United Steelworkers (AFL-CIO/CLC)	Oct.	370
Halton Board of Education, Burlington and CUPE (CLC) (full-time maintenance and custodial empls.)	July	276
Halton Board of Education, Burlington and Employees Assn. (Ind.) (full-time and academic year clerical and technical empls.)	June	225
Halton Board of Education, Burlington and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	420
Halton Board of Education, Burlington and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	382
Halton Regional Board of Commissioners of Police, Oakville and Police Assn. (Ind.) (uniform and civilian employees)	July	291
Halton Regional Municipality, Halton Centennial Manor, Milton and Cdn. Operating Engineers (CCU)	Jan.	30
Halton Roman Catholic Separate School Board, Burlington and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	127
Hamilton City Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	226
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	226
Hamilton Street Railway Co. and Canada Coach Lines Ltd., Hamilton and Transit Union (AFL-CIO/CLC) (hourly rated and salaried empls.)	Apr.	119
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton and Professional Staff Assn. (Ind.) (Unit 1: clerical, technical and office employees, and Unit 2: educational assistants and professional support staff)	Dec.	475
Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants	June	227
Hastings County Board of Education, Belleville and Ont. Secondary School Teachers' Fed. (Ind.)	June	228
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Township and Employees Assn. (Ind.)	Nov.	417
Harvey Woods Ltd., Underwear and Hosiery Divisions, Woodstock and Clothing and Textile Workers (AFL-CIO/CLC)	Sept.	329

Hastings County Board of Education, Belleville and CUPE (CLC) (custodial and maintenance empls., bus and truck drivers)	Sept.	349
Hastings County Board of Education, Belleville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	350
Hawker Siddeley Canada Inc., Orenda Div., Mississauga and Machinists (AFL-CIO/CLC)	Nov.	413
Hayes-Dana Inc., Forge Div., St. Catharines, and Drive Train and Chassis Products Divs., Thorold and Cdn. Auto Workers (CLC)	July	296
Heavy Construction Assn. of Toronto, Heavy Construction, TTC Subway Tunnel and Field Precast Manufacturing Operations and Labourers (AFL-CIO)	July	294
Hendrickson Manufacturing (Canada) Ltd., Stratford and United Steelworkers (AFL-CIO/CLC)	Feb.	41
Hiram Walker & Sons Ltd., Walkerville and Auto Workers (CLC) (plant empls.)	Feb.	36
Hoffman Meats Inc., Kitchener and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	403
Hudson Aviation Services (Toronto) Inc., Mississauga and Machinists (AFL-CIO/CLC) (full-time and part-time empls.)	June	259
Huron County Board of Education, Clinton and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	457
iil Ltd., Toronto and Carpenters (AFL-CIO)	Dec.	446
Imasco Ltd., Imperial Tobacco Div., Guelph and Bakery and Tobacco Workers (AFL-CIO/CLC) (production and office empls.)	June	207
Imperial Clevite Canada Inc., Mechanical Products Div., St. Thomas and Machinists (AFL-CIO/CLC)	June	214
Imperial Feather Corp. (Toronto) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	Jan.	4
Inglis Ltd., Mississauga and Communications-Electrical Workers (CLC)	Nov.	416
Inglis Ltd., Toronto and United Steelworkers (AFL-CIO/CLC) (plant and office empls.)	Sept.	338
Inter-City Corp., ICG Utilities (Ont.) Ltd. Div., northern and central Ont. and United Steelworkers (AFL-CIO/CLC) (operational and clerical empls.)	Oct.	376
Interior Systems Contractors Assn. of Ont., province-wide and Carpenters (AFL-CIO) (residential construction)	July	288
ITT Industries of Canada Ltd., Aimco Div., Mississauga and Toronto and United Steelworkers (AFL-CIO/CLC)	Aug.	309
J. M. Schneider Inc., Kitchener and Schneider Employees' Assn. (Ind.)	June	202
John Rennie Limited, Guelph and Clothing and Textile Workers (AFL-CIO/CLC)	Mar.	69
Kelsey-Hayes Canada Ltd., Windsor Div., Windsor and Auto Workers (CLC)	Mar.	99
Kent County Board of Education, Chatham and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	229
Kerr Addison Mines Ltd., Virginiatown and Employees Assn. (Ind.)	Nov.	418
Kimberly-Clark of Canada Ltd., Etobicoke and St. Catharines, Ont., St. Hyacinthe, Que. and St. John, N.B. and Cdn. Paperworkers (CLC)	Nov.	408
Kitchener City Corp. and CUPE (CLC) (outside empls.)	Aug.	317
Kitchener City Corp., Transit Div., Dept. of Transportation Services and Railway, Transport and General Workers (CLC)	Oct.	375



Labourers Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, Ont. Masonry Contractors Assn., Industrial Contractors Assn. of Canada, Waterproofing Contractors Assn. of Ont., Concrete Floor Contractors Assn. of Ont., province-wide and Ontario Council, Labourers (AFL-CIO) (industrial, commercial and institutional construction)	June	244
Lake Ontario Cement Ltd., Lake Ontario Cement Div., Sophiasburgh and Toronto and Boilermakers (AFL-CIO/CFL)	June	217
Lakehead Terminal Elevators Assn. (Cargill Ltd., Manitoba Pool Elevators, Parrish and Heimbecker, Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Oct.	376
Lambton County Board of Education, Sarnia and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	229
Lambton County Board of Education, Sarnia and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	383
Lambton County Roman Catholic Separate School Board, Sarnia and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	421
Lanark County Board of Education, Perth and Ont. Secondary School Teachers' Fed. (Ind.)	June	230
Leeds and Grenville County Board of Education, Brockville and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	23
Lennox and Addington County Board of Education, Napanee and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	128
Lennox Industries (Canada) Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	June	212
Lily Cups Inc., Toronto and Graphic Communications Union (AFL-CIO/CLC)	Jan.	7
Lincoln County Board of Education, St. Catharines and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	422
Lincoln County Separate School Board, St. Catharines and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	423
Liquor Control Board of Ont. and Liquor Licence Board of Ont., province-wide and Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and temporary empls.)	Jan.	17
Livingston Export Packaging Inc. and Livingston Distribution Centres Inc., Hagersville, London and Tillsonburg and Woodworkers (AFL-CIO/CLC)	Jan.	5
Loblaws Supermarkets Ltd., Ottawa, Toronto and locations throughout southern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	378
Loblaws Supermarkets Ltd., various Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	377
London Board of Education and CUPE (CLC) (full-time and part-time plant operations empls.)	Nov.	424
London City Board of Commissioners of Police and Police Assn. (Ind.)	May	183
London City Board of Education and CUPE (CLC) (full-time and part-time teaching assistants and office and clerical empls.)	Feb.	48
London City Corp. and Ont. Fire Fighters (Ind.)	Nov.	433

London City Corp., Dr. John Dearnness Home for Elder Citizens and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Apr.	133
London City Public Utilities Commission and CUPE (CLC)	Apr.	121
MacMillan Bathurst Inc., Pembroke, Etobicoke, St. Thomas and Whitby and Woodworkers (AFL-CIO/CLC)	June	211
Maple Leaf Mills Ltd., Toronto and Port Colborne, Ont., Calgary, Alta. and Winnipeg, Man. and Food and Commercial Workers (AFL-CIO/CLC)	Mar.	64
Maple Leaf Village Investments Inc., Niagara Falls and Hotel Employees (AFL-CIO/CLC)	June	239
Maple Lodge Farms Ltd., Norval and Food and Commercial Workers (AFL-CIO/CLC)	Nov.	404
McDonnell Douglas Canada Ltd., Mississauga and Cdn. Auto Workers (CLC) (production and office empls.)	Nov.	414
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Jan.	28
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Oct.	389
McMaster University, Hamilton and Service Employees Intl. (AFL-CIO/CLC) (maintenance empls.)	Dec.	463
Men's Clothing Manufacturers Assn. of Ont., Toronto and Hamilton and Toronto Joint Board, Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	446
Metro Toronto Assn. for the Mentally Retarded, Residential Services and Vocational and Industrial Services, Toronto and CUPE (CLC) (full-time and part-time empls.)	Sept.	355
Metropolitan Board of Commissioners of Police, Toronto and Police Assn. (Ind.) (Unit A - clerical empls.; Unit B - garage empls.; Unit C - parking control officers, cadets and matrons)	Feb.	55
Metropolitan Demolition Contractors Inc., province-wide and Ont. Provincial District Council, Labourers (AFL-CIO) (industrial, commercial, institutional and residential construction)	July	288
Metropolitan Industrial and Commercial Masonry Contractors Inc., OLRB Area 8 and Bricklayers Intl. (AFL-CIO/CFL) (residential construction)	June	251
Metropolitan Separate School Board, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Feb.	49
Metropolitan Separate School Board, Toronto and CUPE (CLC) (teacher aides)	May	170
Metropolitan Separate School Board, Toronto and CUPE (CLC) (maintenance, services and plant operations empls.)	Nov.	435
Metropolitan Separate School Board, Toronto and Ont. Catholic Occasional Teachers' Assn. (Ind.)	Nov.	424
Metropolitan Separate School Board, Toronto and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers)	Apr.	128
Metropolitan Toronto Catholic Children's Aid Society and CUPE (CLC) (full-time and part-time social workers, child care workers and other empls.)	June	237
Metropolitan Toronto Children's Aid Society and CUPE (CLC) (full-time and part-time social workers, child care workers, general and office services and other empls.)	June	238
Metropolitan Toronto Library Board and CUPE (CLC) (full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	Dec.	471
Metropolitan Toronto Plumbing and Heating Contractors Assn., a div. of the Mechanical Contractors Assn., OLRB Area 8 and Plumbers, Residential Div. (AFL-CIO/CFL)	June	251
Metropolitan Toronto Road Builders' Assn., OLRB Area 8 and Labourers (AFL-CIO) and Teamsters (Ind.)	July	293

Metropolitan Toronto Road Builders' Assn., OLRB Area 8 and Intl. Operating Engineers (AFL-CIO/CFL)	June	245
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8 and Labourers (AFL-CIO) and Teamsters (Ind.)	July	294
Metropolitan Toronto Sewer and Watermain Contractors Assn., OLRB Area 8 and Intl. Operating Engineers (AFL-CIO/CFL)	July	301
Midas Canada Inc. and International Parts Manufacturing Ltd., Toronto and United Steelworkers (AFL-CIO/CLC)	May	155
Middlesex County Board of Education, Hyde Park and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	June	231
Middlesex County Board of Education, Hyde Park and Ont. Secondary School Teachers' Fed. (Ind.)	June	231
Millwrighting Contractors Assn. of Ont. Inc., province-wide and Millwright District Council, Carpenters (AFL-CIO) (industrial, commercial and institutional construction)	June	252
Mississauga City Corp. and Ont. Fire Fighters (Ind.)	Dec.	469
Monarch Fine Foods Ltd., Toronto and Teamsters (Ind.)	June	205
Motor Transport Industrial Relations Bureau of Ont. Inc., Eastern Canada Car Carrier Div., Ont. and Que. and Teamsters (Ind.)	Feb.	45
Motor Transport Industrial Relations Bureau of Ont. Inc., Tank Truck Div., Ont. and Que. and Teamsters (Ind.) (drivers and maintenance empls.)	Mar.	83
Municipal Tank Lines Ltd., province-wide and Teamsters (Ind.)	Dec.	470
National Auto Radiator Manufacturing Co. Ltd., Windsor and Auto Workers (CLC)	Feb.	42
National Capital Road Builders Assn., Ottawa and Intl. Operating Engineers (AFL-CIO/CFL), Labourers (AFL-CIO) and Teamsters (Ind.)	June	246
National Defence, Communications Security Establishment, Ottawa and Public Service Alliance (CLC) (administrative services, communications officers and computer systems administration groups of the Administrative and Foreign Service Category)	July	278
National Elevator and Escalator Assn., Canada-wide and Elevator Constructors (AFL-CIO/CFL) (industrial, commercial and institutional construction)	July	289
National Research Council of Canada, Canada-wide and Research Council Employees' Assn. (Ind.) (technical category empls.)	Feb.	53
National Research Council of Canada, Ottawa and Professional Institute (Ind.) (research officers and research council officers)	Dec.	468
National Research Council of Canada, Ottawa and Research Council Employees' Assn. (Ind.) (clerical and regulatory group)	July	279
New Harding Group Inc., Collingwood and Clothing and Textile Workers (AFL-CIO/CLC)	Dec.	443
Newman Steel Ltd., Sudbury, St. Catharines and Stoney Creek and United Steelworkers (AFL-CIO/CLC)	Feb.	39
Niagara Regional Municipality, Homes for Senior Citizens, Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC) (full-time and part-time service empls.)	Oct.	393
Niagara South Board of Education, Welland and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	425
Niagara South Board of Education, Welland and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	383
Nipissing Board of Education, North Bay and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	23
Nipissing District Roman Catholic Separate School Board, North Bay and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Aug.	320



Norfolk Board of Education, Simcoe and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	425
Norfolk Hospital Assn., Simcoe and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	May	174
North Shore District Roman Catholic Separate School Board, Blind River and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	24
North York City Corp. and Ont. Fire Fighters (Ind.)	Apr.	141
North York City Corp. and Ont. Fire Fighters (Ind.)	May	184
Northumberland and Newcastle Board of Education, Cobourg and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Sept.	361
Northumberland and Newcastle Board of Education, Cobourg and Ont. Secondary School Teachers' Fed. (Ind.)	July	300
Omstead Foods Limited, Wheatley and Teamsters (Ind.)	Apr.	107
Ontario College of Art, Toronto and Ont. Public Service Employees (NUPGE) (CLC) (sessional, part-time and casual non-academic empls.)	Apr.	132
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Professional Assn. of Internes and Residents of Ont. (Ind.)	May	175
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Employees (NUPGE) (CLC) (full-time academic staff, counsellors and librarians, and partial load instructors)	May	173
Ontario Educational Communications Authority, Toronto and Broadcast Empls. (CLC)	July	274
Ontario Erectors Assn. Inc., province-wide and Structural Iron Workers (AFL-CIO) (steel erectors) (industrial, commercial and institutional construction)	June	
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (institutional care services category)	July	281
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (office administration group)	July	282
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (administrative services category)	Apr.	138
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	Apr.	138
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (maintenance services category)	Apr.	139
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (scientific and professional services category)	Apr.	140
Ontario Government and Ont. Public Service Empls. (NUPGE) (CLC) (technical services category)	Apr.	140
Ontario Government, province-wide and Ont. Provincial Police (Ind.) (police officers)	May	182
Ontario Hospital Assn. and Ontario Blue Cross, Toronto and OHA/Blue Cross Employees' Assn. (Ind.) (office and clerical empls.)	Sept.	345
Ontario Housing Corp. and Metropolitan Toronto Housing Authority, Toronto and CUPE (CLC) (maintenance empls.)	June	220
Ontario Housing Corp. and other Housing Authorities, province-wide except Metro Toronto and CUPE (CLC) (office and maintenance empls.)	May	166
Ontario Industrial Roofing Contractors Assn., province-wide and Ont. Sheet Metal Workers' Conference, Roofers Section (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	191
Ontario Jockey Club, Mutuel Dept., Standardbred Race Operations, province-wide and Service Employees Intl. (AFL-CIO/CLC)	Aug.	314

Ontario Jockey Club, Mutuel Dept., Thoroughbred Race Operations, province-wide and Service Employees Intl. (AFL-CIO/CLC)	Aug.	313
Ontario Masonry Industry Employers Council, province-wide and Ont. Provincial Conference, Bricklayers Intl. (AFL-CIO/CFL) (bricklayers, stonemasons and plasterers) (industrial, commercial and institutional construction)	June	262
Ontario Master Insulators' Assn. Inc., province-wide and Asbestos Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction and maintenance)	June	253
Ontario Mechanical Constructors Assn., province-wide and Ontario Pipe Trades Council, Plumbers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	May	191
Ontario Painting Contractors Assn., Acoustical Assn. of Ont., and Interior Systems Contractors Assn. of Ont., province-wide and Ont. Council, Painters (AFL-CIO/CFL) (industrial, commercial, institutional and residential construction)	June	254
Ontario Precast Concrete Manufacturers Assn., province-wide and Ont. Provincial District Council, Labourers (AFL-CIO) (erectors and finishers of precast concrete products) (industrial, commercial and institutional construction)	June	255
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide and Plumbers (AFL-CIO/CFL) (service empls.)	Feb.	57
Ontario Refrigeration and Air Conditioning Contractors Assn., province-wide and Plumbers (AFL-CIO/CFL) (construction empls.)	June	256
Ontario Sheet Metal and Air Handling Group, province-wide and Ont. Conference, Sheet Metal Workers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	257
Ontario Terrazzo, Tile and Marble Guild Inc., province-wide and Ont. Provincial Conference, Bricklayers Intl. (AFL-CIO/CFL) (industrial, commercial and institutional construction)	June	257
Operating Engineers Employer Bargaining Agency, Crane and Equipment Rental, Steel Erection or Mechanical Installation; Foundation, Piling and Caisson Boring; Excavating; Building and Construction Work and Survey Work, province-wide and Intl. Operating Engineers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	Aug.	317
Orangeroot of Canada, operating as Howard Johnson Airport Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	Apr.	134
Oshawa Area Signatory Contractors, Oshawa and Labourers (AFL-CIO) and Teamsters (Ind.)	July	284
Oshawa City Corp. and CUPE (CLC) (full-time and part-time inside empls.)	May	184
Oshawa City Corp., Public Works Department, Maintenance and Traffic Engineering Divs., and Community Services Department, Parks, Recreation and Arenas Divs. and CUPE (CLC)	May	186
Oshawa General Hospital and CUPE (CLC) (full-time and part-time service empls.)	Oct.	391
Oshawa Group Ltd., Oshawa Foods Div., Toronto and other Southern Ontario centres and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Oct.	379
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	351
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	56
Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	May	187
Ottawa City Corp. and CUPE (CLC) (part-time recreation branch empls.)	Mar.	96



Ottawa Civic Hospital and 64 other hospitals, province-wide and Ont. Council of Hospital Unions, CUPE (CLC) (full-time and part-time service, office and clerical and paramedical empls.)	Oct.	391
Ottawa Construction Assn., OLRB Area 15 and Labourers (AFL-CIO) (non-ICI agreement)	July	302
Ottawa Roman Catholic Separate School Board and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	359
Ottawa Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	July	300
Ottawa Taxi Owners and Brokers Assn. and Retail, Wholesale Empls. (AFL-CIO/CLC)	Dec.	480
Ottawa-Carleton Children's Aid Society, Ottawa and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time empls.)	Oct.	394
Outboard Marine Corp. of Canada Ltd., Peterborough and United Steelworkers (AFL-CIO/CLC)	Nov.	412
Oxford County Board of Education, Woodstock and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Jan.	25
Oxford County Board of Education, Woodstock and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Oct.	384
Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	458
Oxford County Board of Education, Woodstock and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	26
Pamour Inc., Pamour No. 1, Schumacher and Ross Mines, and Surface Mining Operations, Timmins and United Steelworkers (AFL-CIO/CLC) (mine and plant empls.)	July	273
Parkwood Hospital and McCormick Home for the Aged, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	June	235
Parnell Foods (1981) Limited, Toronto and vicinity and Rubber Workers (AFL-CIO/CLC)	May	178
Patons & Baldwins Canada Inc., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	May	150
PCL Packaging Ltd., Oakville and Energy and Chemical Workers (CLC)	May	158
Perth County Board of Education, Stratford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	459
Perth County Board of Education, Stratford and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Feb.	49
Perth County Board of Education, Stratford and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	459
Perth County Board of Education, Stratford and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	32
Petro-Canada Products Inc., Toronto, Mississauga, and Oakville, Ont. and other centres across Canada and Energy and Chemical Workers (CLC)	Mar.	77
Phillips Cables Ltd., Brockville and Communications-Electrical Workers (CLC)	June	216
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec and Plumbers (AFL-CIO/CFL)	June	247
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), Canada-wide except Quebec and Labourers (AFL-CIO)	Aug.	318
Pipe Line Contractors Assn. of Canada (Distribution Pipeline Agreement), province-wide and Intl. Operating Engineers (AFL-CIO/CFL)	July	286

Plasterers Employer Bargaining Agency for the Ontario General Contractors Assn. Labour Relations Bureau, and Walls and Ceilings Contractors Assn., province-wide and Ont. Provincial Conference, Plasterers (AFL-CIO/CFL) (industrial, commercial and institutional construction)	July	290
Plaza Fiberglas Manufacturing Ltd. and Plaza Electro-Plating Ltd., North York and United Steelworkers (AFL-CIO/CLC)	Dec.	478
Polysar Ltd., Sarnia and Energy and Chemical Workers (CLC)	Mar.	78
Professional Assn. of Canadian Theatres, Canada-wide and Actors Equity (CLC)	Oct.	396
Provincial Schools Authority, province-wide and Provincial Schools Teachers (Ind.)	Nov.	431
Quaker Oats Company of Canada Limited, Pet Food Div., Trenton and Employees' Assn. (Ind.)	Mar.	63
Quality Meat Packers Ltd. and Toronto Abattoirs Ltd., Toronto and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	442
Queen's University, Kingston and CUPE (CLC)	June	234
Queensway-Carleton Hospital, Nepean and CUPE (CLC) (full-time and regular and casual part-time empls.)	Nov.	429
Queensway-Carleton Hospital, Nepean and CUPE (CLC) (full-time, regular part-time and casual empls.)	Feb.	51
Renfrew County Board of Education, Pembroke and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	460
Renfrew County Board of Education, Pembroke and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	26
Renfrew County Board of Education, Pembroke and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	385
Renfrew County Corp., Bonnechere Manor, Renfrew and CUPE (CLC) (full-time and part-time service empls.)	Oct.	395
Renfrew County Roman Catholic Separate School Board, Pembroke and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Feb.	50
Renfrew County Roman Catholic Separate School Board, Pembroke and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	385
Residential Painting Contractors of Ont., OLRB Area 8 and Painters (AFL-CIO/CFL)	June	258
Riviera Slacks Inc., Toronto and Ladies Garment Workers (AFL-CIO/CLC)	Apr.	111
Rockwell International of Canada Ltd., Chatham and Milton and Auto Workers (CLC)	Jan.	11
Rodmen Employer Bargaining Agency for the Industrial Contractors Assn. of Canada, Ontario General Contractors Assn. Labour Relations Bureau and Reinforcing Steel Institute of Ontario, province-wide and Ontario Council, Structural Iron Workers (AFL-CIO) (industrial, commercial and institutional construction)	Aug.	319
Royal Canadian Mint, Ottawa, Ont., Hull, Que. and Winnipeg, Man. and Public Service Alliance (CLC)	May	152
Royal Ottawa Hospital and CUPE (CLC) (full-time office, clerical and service empls.)	Dec.	465
Ryerson Polytechnical Institute Board of Governors, Toronto and Ont. Public Service Empls. (NUPGE) (CLC) (office, clerical, technical and food service empls.)	July	277
Ryerson Polytechnical Institute Board of Governors, Toronto and Cdn. Educational Workers (Ind.) (part-time and full-time sessional instructors)	Oct.	388

Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	Sept.	353
Sault Ste. Marie Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	460
Sault Ste. Marie Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	87
Sault Ste. Marie District Roman Catholic Separate School Board, Sault Ste. Marie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Jan.	27
Scarborough General Hospital and CUPE (CLC) (full-time service and maintenance empls.)	Dec.	484
Scarborough General Hospital and Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office and clerical empls.)	Jan.	29
Shell Canada Limited, Sarnia Refinery, Corunna and Energy and Chemical Workers (CLC)	Mar.	78
Simcoe County Board of Education, Barrie and CUPE (CLC) (maintenance, service and plant operations empls.)	Feb.	51
Simcoe County Board of Education, Barrie and Ont. Public Service Empls. (NUPGE) (CLC) (full-time and part-time office, clerical and technical empls. and TMR classroom aides)	Oct.	386
Simcoe County Board of Education, Barrie and Ont. Secondary School Teachers' Fed. (Ind.)	Dec.	483
Simcoe County Roman Catholic Separate School Board, Barrie and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	170
Singer Co. of Canada Ltd., Controls Div., St. Thomas and United Steelworkers (AFL-CIO/CLC)	June	216
SKD Co., Manufacturing Div., Amherstburg and Cdn. Auto Workers (CLC)	Sept.	360
Sklar-Peppler Inc., Peppler Div., Hanover and Woodworkers (AFL-CIO/CLC)	Aug.	307
Sklar-Peppler Inc., Sklar Div., Whitby and United Steelworkers (AFL-CIO/CLC)	Feb.	38
Sklar-Peppler Inc., Toronto Division and Warehouse and United Steelworkers (AFL-CIO/CLC)	Oct.	369
Smith & Stone (1982) Inc., Georgetown and Auto Workers (CLC)	Apr.	118
Snap-On Tools of Canada Ltd., Concord and United Steelworkers (AFL-CIO/CLC)	Jan.	9
Southam Inc., Windsor Star Div. and Joint Council of Unions (AFL-CIO/CLC)	May	150
St. Joseph's Hospital, Hamilton and 38 other hospitals, province-wide and Ont. Public Service Empls. (NUPGE) (full-time and part-time paramedical empls.)	Dec.	466
St. Joseph's Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time service empls.)	Dec.	477
St. Mary's General Hospital, Kitchener and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	Sept.	354
St. Mary's Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service employees)	Dec.	481
Standard Products (Canada) Ltd., Stratford, Plants 1 and 2 and Railway, Transport and General Workers (CLC)	Oct.	367
Steinberg Inc., Miracle Food Mart Div. at locations throughout southern Ontario and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	Sept.	343
Steinberg Inc., Miracle Food Mart Div., province-wide and Teamsters (Ind.) (Distribution Centre or satellite warehouse empls.)	Dec.	455



Steinberg Inc., Ottawa and other centres in Ont., and Hull and Pointe-Gatineau, Que. and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food empls.)	May	192
Steinberg Inc., Trillium Meats Div., Etobicoke and Food and Commercial Workers (AFL-CIO/CLC)	Oct.	367
Sterling Drug Ltd., Aurora and Energy and Chemical Workers (production and maintenance empls.)	Oct.	374
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board, Cornwall and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	386
Storwal International Inc., Pembroke and United Steelworkers (AFL-CIO/CLC)	Dec.	447
Strathearn House Group Ltd., Kroehler Furniture Co. Div., Stratford and United Steelworkers (AFL-CIO/CLC)	June	210
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	June	232
Sudbury Board of Education and Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Apr.	130
Sudbury District Roman Catholic Separate School Board, Sudbury and Ont. English Catholic Teachers' Assn. (Ind.)	Apr.	131
Sudbury District Roman Catholic Separate School Board, Sudbury and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	132
Sunbeam Corp. (Canada) Ltd., Solaray Div., Brantford and Cdn. Textile and Chemical Union (CCU)	Nov.	415
Sunnybrook Medical Centre and 50 other hospitals, province-wide and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Oct.	392
Supreme Industries Inc., Pickering and Scarborough and Employees' Assn. (Ind.)	May	153
Susan Shoe Industries Ltd., Hamilton and Food and Commercial Workers (AFL-CIO/CLC)	Dec.	443
T. Eaton Co. Ltd., Bramalea, Scarborough and Toronto and Retail, Wholesale Empls. (AFL-CIO/CLC) (part-time empls.)	Sept.	344
T. Eaton Co. Ltd., Brampton, London, St. Catharines and Toronto and Retail Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	Aug.	323
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay and Toronto, Ont. and Montreal, Que. and Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	Jan.	30
Thunder Bay Construction Assn. at OLRB Areas 22, 23 and 24 and Carpenters (AFL-CIO) (non-ICI construction)	Dec.	473
Thunder Bay Construction Assn., General Contractors Div. and Carpenters (AFL-CIO)	Dec.	473
Toronto and Vicinity Ready Mix Companies and Teamsters (Ind.)	Aug.	320
Toronto Area Transit Operating Authority, GO Transit and Transit Union (AFL-CIO/CLC)	Jan.	16
Toronto City Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	Oct.	387
Toronto City Board of Education and CUPE (CLC) (chief caretakers, chief engineers and stationary engineers)	May	171
Toronto City Board of Education and CUPE (CLC) (office and clerical empls. and librarians)	May	172
Toronto City Board of Education and CUPE (CLC)	Sept.	351
Toronto City Board of Education and Toronto-Central Ontario Building and Construction Trades Council (AFL-CIO and CFL)	Mar.	88
Toronto Cloak Manufacturers' Assn. and Ladies Garment Workers (AFL-CIO/CLC)	Sept.	329
Toronto Dress and Sportswear Manufacturers' Guild Inc., Dress and Sportswear Div., Toronto and Ladies Garment Workers (AFL-CIO/CLC)	Sept.	330

Toronto General Hospital and 149 other hospitals, province-wide and Ont. Nurses' Assn. (Ind.) (full-time and regular and casual part-time nurses)	Nov.	430
Toronto General Hospital and CUPE (CLC) (service and maintenance empls.)	June	260
Toronto Masonry Contractors' Assn. Inc. and Bricklayers (Ind.) (CCU) (bricklayers and bricklayers' assistants)	July	291
Toronto Public Library Board and CUPE (CLC) (full-time and part-time librarians, office, and clerical empls.)	Nov.	428
Toronto-Residential Air Handling Group, OLRB Area 8 and Sheet Metal Workers (AFL-CIO/CLC)	June	258
Transit Windsor and Transit Union (AFL-CIO/CLC)	June	219
Travelways School Transit Ltd., Mississauga Div. and Railway, Transport and General Workers (CLC)	Dec.	451
Treasury Board of Canada and Aircraft Operations Assn. (Ind.) (aircraft operations group)	Jan.	31
Treasury Board of Canada and Council of Graphic Arts Unions (4 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	Dec.	468
Treasury Board of Canada and Economists, Sociologists and Statisticians Assn. (Ind.)	Apr.	135
Treasury Board of Canada and Professional Institute (Ind.) (computer systems administration group)	June	241
Treasury Board of Canada and Professional Institute (Ind.) (engineering and land survey group)	July	279
Treasury Board of Canada and Professional Institute (Ind.) (physical sciences group)	Sept.	362
Treasury Board of Canada and Professional Institute (Ind.)	Aug.	322
Treasury Board of Canada and Public Service Alliance (CLC) (clerical and regulatory group)	Apr.	136
Treasury Board of Canada and Public Service Alliance (CLC) (general labour and trades group)	Apr.	136
Treasury Board of Canada and Public Service Alliance (CLC) (heating, power and stationary plant operation group)	Apr.	137
Treasury Board of Canada and Public Service Alliance (CLC) (programme administration group)	Apr.	137
Treasury Board of Canada and Public Service Alliance (CLC) (auditing group)	Feb.	54
Treasury Board of Canada and Public Service Alliance (CLC) (communications group)	June	240
Treasury Board of Canada and Public Service Alliance (CLC) (engineering and scientific support group)	June	241
Treasury Board of Canada and Public Service Alliance (CLC) (firefighters group)	June	242
Treasury Board of Canada and Public Service Alliance (CLC) (information services group)	June	243
Treasury Board of Canada and Public Service Alliance (CLC) (hospital services group)	June	243
Treasury Board of Canada and Public Service Alliance (CLC) (welfare programmes group)	June	244
Treasury Board of Canada and Public Service Alliance (CLC) (drafting and illustration group)	June	261
Treasury Board of Canada and Public Service Alliance (CLC) (financial administration group)	Mar.	94
Treasury Board of Canada and Public Service Alliance (CLC) (administrative services group)	May	179
Treasury Board of Canada and Public Service Alliance (CLC) (correctional group)	May	180
Treasury Board of Canada and Public Service Alliance (CLC) (education group)	May	181



Treasury Board of Canada and Public Service Alliance (CLC) (office equipment operations group)	May	182
Treasury Board of Canada and Public Service Alliance (CLC) (secretarial, stenographic and typing group)	Aug.	316
Treasury Board of Canada and Public Service Alliance (CLC) (purchasing and supply group)	July	281
Treasury Board of Canada and Public Service Alliance (CLC) (data processing group)	Aug.	315
Treasury Board of Canada and Public Service Alliance (CLC) (general services group, supervisory and non-supervisory empls.)	Aug.	324
Treasury Board of Canada and Public Service Alliance (CLC) (general technical, technical inspection, and social science support groups)	Sept.	358
Treasury Board of Canada and Public Service Alliance (CLC) (primary products inspection group)	July	280
TRW Canada Ltd., Carr Div., Brantford and Cdn. Auto Workers (CLC)	Sept.	337
TRW Canada Ltd., Thompson Products Div., St. Catharines and Employees' Assn. (Ind.)	May	156
TRW Canada Ltd., Vehicle Safety Systems and Decor Products Div., Midland and Cdn. Auto Workers (CLC)	Nov.	411
Union Carbide Canada Ltd., Carbon Products Metals, Welland and Electrical Workers (UE) (CLC)	May	157
Union Gas Ltd., southwestern Ontario and Energy and Chemical Workers (CLC) (hourly and salaried empls.)	May	164
Uniroyal Goodrich Canada Inc., Kitchener North Plant and Rubber Machinery Shops, Kitchener and Rubber Workers (AFL-CIO/CLC)	July	269
University Hospital, London and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	90
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	Sept.	354
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	June	234
University of Ottawa and University Professors (Ind.) (professors, language teachers, professional counsellors and librarians)	Mar.	89
University of Toronto and Cdn. Educational Workers (Ind.)	Nov.	427
University of Toronto and Faculty Assn. (Ind.)	Dec.	464
University of Toronto, Libraries and CUPE (CLC) (non-professional full-time empls.)	Nov.	428
University of Toronto, Libraries and CUPE (CLC) (part-time and temporary non-professional empls.)	Dec.	463
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	June	235
University of Western Ontario, Physical Plant Dept., London and CUPE (CLC)	Sept.	363
Urban Transportation Development Corp. Inc., Can-Car, Kingston Works Div., Millhaven and Cdn. Auto Workers (CLC)	Dec.	448
Utility Contractors Assn. of Ontario, province-wide and Ont. Provincial District Council, Labourers (AFL-CIO)	June	261
VIA Rail Canada Inc., system-wide and Railway, Transport and General Workers (CLC) (on-train employees)	Mar.	82
Victoria County Board of Education, Lindsay and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Nov.	426
Victoria Hospital Corp., London and Office and Professional Empls. (AFL-CIO/CLC)	May	175
Wabco Standard Inc., Wabco Div., Stoney Creek and Electrical Workers (UE) (CLC)	Feb.	43

Wabco-Standard Ltd., American Standard Div., Lansdowne Plant, Toronto and Glass, Pottery and Plastic Workers (AFL-CIO/CLC)	June	218
Wajax Ltd., Pitman Manufacturing Co. Inc. subsidiary, Markham and Auto Workers (CLC)	June	259
Walbar of Canada Inc., Mississauga and United Steelworkers (AFL-CIO/CLC)	Mar.	98
Warrington Products Inc., Greb Footwear Div., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	Apr.	110
Warrington Products Inc., Greb Footwear Div., Kitchener and Clothing and Textile Workers (AFL-CIO/CLC)	July	270
Waterloo County Board of Education, Kitchener and Non-Academic Staff Assn. (Ind.) (full-time and academic year empls.)	Apr.	132
Waterloo Metal Stampings, Kitchener and United Steelworkers (AFL-CIO/CLC)	Apr.	115
Waterloo Regional Board of Commissioners of Police, Kitchener and Police Assn. (Ind.) (police officers)	July	283
Welded Tube of Canada Limited, Vaughan and United Steelworkers (AFL-CIO/CLC)	Feb.	40
Wellington County Board of Education, Guelph and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Dec.	461
Wellington County Board of Education, Guelph and Ont. Secondary School Teachers' Fed. (Ind.)	June	233
Wellington County Separate School Board, Guelph and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	477
Wentworth County Board of Education, Ancaster and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	Aug.	321
Wentworth County Board of Education, Ancaster and Ont. Secondary School Teachers' Fed. (Ind.)	Aug.	324
Weston Bakeries Ltd., Kitchener and Retail, Wholesale Employees (AFL-CIO/CLC)	Mar.	64
Windsor City Board of Commissioners of Police and Police Assn. (Ind.)	Apr.	142
Windsor City Board of Education and CUPE (CLC) (custodians, maintenance empls. and bus drivers)	Sept.	352
Windsor City Corp. and CUPE (CLC) (inside empls.)	Mar.	97
Windsor City Corp. and CUPE (CLC) (outside empls.)	Apr.	143
Windsor City Corp. and Ont. Fire Fighters (Ind.)	July	283
Windsor City Corp. and Ont. Fire Fighters (Ind.)	May	188
Windsor Plastics Products Ltd., Windsor and Auto Workers (CLC)	Mar.	101
Windsor Western Hospital Centre Inc., I.O.D.E. Unit and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	103
Windsor Western Hospital Centre Inc., Riverview Unit; St. Joseph Religious Hospitaliers of Hotel Dieu; Salvation Army Grace Hospital and Metropolitan General Hospital, Windsor and Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	Mar.	102
Workers' Compensation Board, province-wide and CUPE (CLC)	Mar.	94
York Region Board of Education, Aurora and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	May	194
Xerox Canada Inc., Manufacturing Centre, Mississauga and Clothing and Textile Workers (AFL-CIO/CLC)	Nov.	418
Yellow Freight Systems of Ontario Inc., London, Oshawa, St. Catharines and Windsor and Teamsters (Ind.) (drivers, dockmen, checkers and maintenance empls.)	Dec.	470

York County Quality Foods Ltd., Mississauga and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service empls.)	Nov.	436
York University, Toronto and Staff Assn. (CCU) (office, clerical, laboratory and technical empls.)	Oct.	389













NOV 08 1989





3 1761 11468 7 2 8